

UKRAINIAN FIRMS IN POLAND

3,600 companies with Ukrainian capital and 10,200 Ukrainian sole proprietorships were established between January and September 2022. 66% of the businesses surveyed declared that they would continue to operate in Poland regardless of the situation in Ukraine.

p. 8



Prices in Europe • D 4,00 € • A 4,20 € • B 4,20 € • E 4,20 € • I 4,20 € • L 4,20 € • NL 4,80 € • PT 4,20 € • CH 4,60 CHF • CZ 129 CZK • F 4,40 €

BUSINESS | CULTURE | PEOPLE

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POLAND Weekly

A POLISH PHENOMENON

WOŚP: LET THE ORCHESTRA PLAY ON

To purchase the medical equipment for early diagnosis of the bacterial infection that causes sepsis – this is the main objective of the upcoming 31st Grand Finale. For the first time in the history of the Orchestra, the Foundation will purchase medical equipment for all patients in need, regardless of age.

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ECONOMIC OUTLOOK 2023

The Polish economy has proven resilient to the multiple global shocks and rebounded more sharply than previously thought from the 2020 recession, despite the war in Ukraine, the energy shock, and tighter global financing conditions. Economic growth is expected to decelerate sharply in Poland in 2023, to below 1 percent, in line with the much weaker growth expected for the euro area, where GDP is expected to record 0 percent growth in 2023, a 1.9 percentage points downward revision from June 2022. The weaker growth projection for Poland in 2023 is the result of several factors.

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PAČZKARNIA IN BANGKOK

Thailand is known for pad thai and tom yum, but you can still get paczki – if you know where to look. Adam Larson spoke with Claire Hamhansa, the owner of Holy Donut in Bangkok, the only paczkarnia in Thailand.

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MAGICAL ATELIER

Kry Szym was born in 1994 in Brzeziny near Łódź. He graduated from Fashion Design and Stage Design at the University of Arts in Poznań. On a daily basis, a costume designer and theater set designer, and above all, a designer.

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POLISH TRADE STABLE

In Poland:

9,90 PLN / 2,50 EURO

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The latest Central Statistical Office report showed that Poland's total exports in the first eleven months of 2022 amounted to EUR 315.5 billion, 19.7% higher than in the same period of the previous year. In the period January-October, exports were 20.6% higher than

twelve months earlier. Germany remains Poland's main trading partner. In the first eleven months of 2022, Poland's exports here reached EUR 87.7 billion, 15.6 proc. higher than last year. In the period January-October, exports were 16.5 proc. higher than twelve months earlier.

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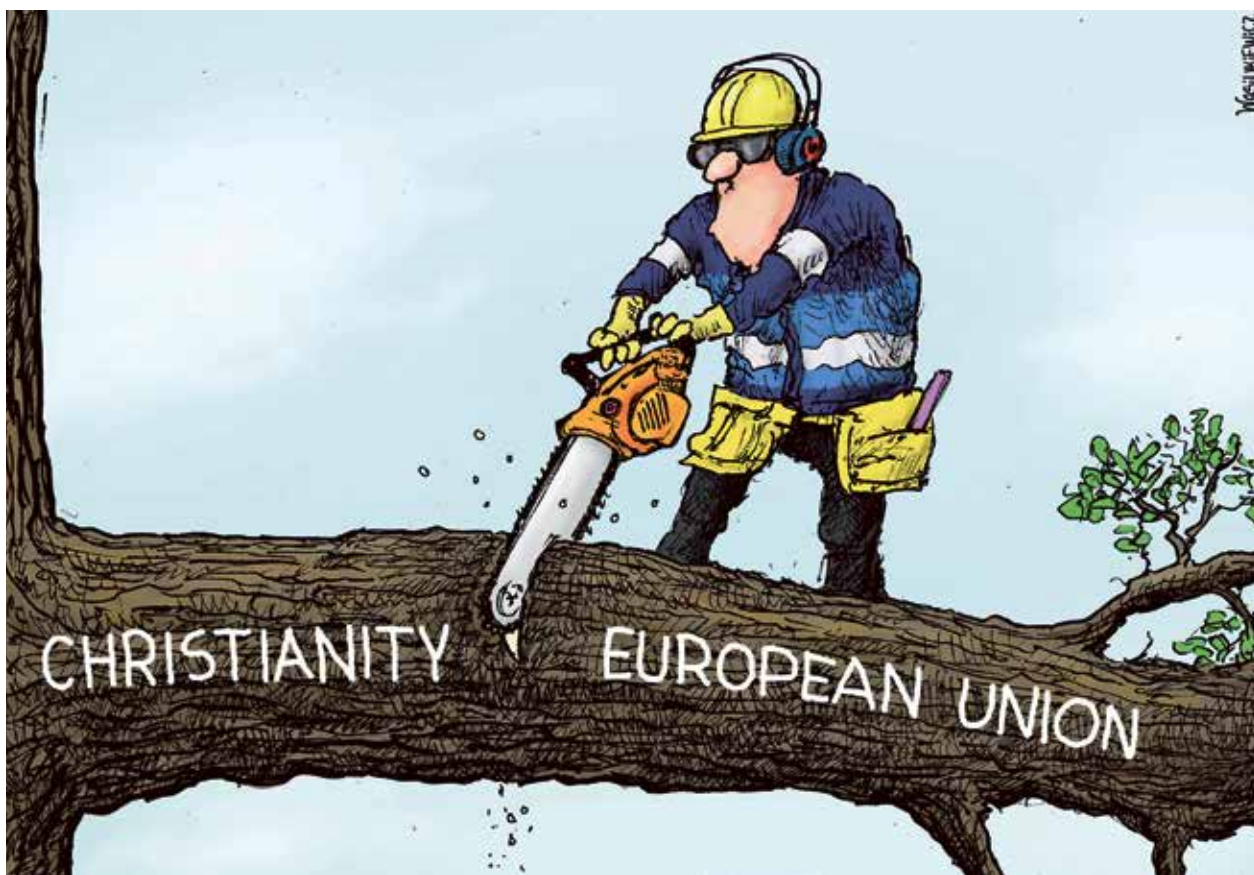
Katarzyna Braiter
Editor in Chief

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January, the month that kicks off the year, is a month of summaries. So far, the summaries are very interesting and beneficial for Poland. According to the latest annual ranking by the Center for European Economic research, Poland is considered in the top 10 of business locations worldwide. Last year we were in 12th position. This is certainly due to the promotion of Poland on the international arena and a change in the perception of Poland not only as a place with a poorly paid workforce, but also appreciated for our well-qualified and competent staff. As a result, the labor market will grow. 2023 is starting to look like a year of hope. January over the centuries has been

full of many interesting events that gave hope for a better future. In January 1920, the Treaty of Versailles entered into force, ending World War I. A treaty that gave hope for peace in Europe. For me, however, the date of January 28, 1573 is very important. At that time, an act of the Warsaw Confederation was signed containing provisions on ensuring freedom of religion in the Republic of Poland. This act guaranteed unconditional and eternal peace between all those differing in faith, ensuring equality and protection of the state for all. In 2003, the text of the Warsaw Confederation was included in the UNESCO Memory of the World Register. Will January 2023 also be well remembered?

cartoon



data point



A bridge to freedom

This year, Poland was well represented at the World Economic Forum in Davos. On the main promenade in the Swiss resort, the Polish House attracted the attention of forum participants with its theme “Poland. Bridge to freedom,” which emphasized Poland’s humanitarian help to Ukrainian refugees, destination for foreign investment and its geostrategic position connecting Western and Eastern economies. President Andrzej Duda, who participated in the event, noted that the international community recognizes Poland’s involvement in helping Ukraine. “I haven’t met any leader in Davos who had any doubts about that, and I’ve been thanked and congratulated for that,” he said. The agenda of the Polish House was crafted to actively engage guests in discussions. CEE’s growth potential through tech-celeration and innovation, cybersecurity, renewable energy, digital economy, healthcare, space industry, sustainable development and geopolitical security were the key issues discussed in Davos. “It’s hard to make any investment decision today without taking security into account. Often the purely business dimension gives way to geopolitics,” says Marek Dietl, CEO of the Warsaw Stock Exchange. He also drew attention to the growing attractiveness of the Three Seas region, especially in the context of revising the investment strategies of the United States and Europe towards China. “Investors, especially in times of crisis, are looking for the most stable markets to invest their capital. Although at first glance Poland, whose border is at war, is not one of them, it is at this moment that it is worth promoting the image of our country as one of the most promising economies in the world,” says Tomasz Kulik, member of the board at PZU Group.

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POLAND: ECONOMIC OUTLOOK 2023

Sylwia Ziemacka talked to Cristina Savescu, Senior Economist for EU countries at the World Bank.

What are the main takeaways from your flagship report „Global Economic Prospects” for the global economy for 2023?

So one of the key takeaway is that we will see a very sharp, broad-based deceleration in growth in global growth. We have revised downwards the forecast for 95 proc. of the advanced economies and around 70 proc. of the emerging and developing economies. And revision in global growth is sharp to 1.7 proc. from 3 proc. only six months ago.

So that's a very sharp deceleration in global growth. And as you mentioned already, we have aggressive monetary policy tightening in response to elevated inflation. We have weak confidence and subdued investment. We have the energy crunch in Europe that contributes to this deceleration in global growth and for advanced economies. We have revised down the growth projection from 2.5 proc. in 2022 to 0.5 proc. in 2023.

And the deceleration of these types in the last two decades have foreshadowed global recession. So we see an increase in the risks of a global recession for 2023. We have downgraded growth in both the US and the eurozone by close to two percentage points to 0 proc. in the eurozone and 0.5 proc. in the US. And that will have, of course, repercussions through demand for imports from emerging and developing economies.

And then, of course, we expect inflation to be higher for longer. So although we do see some disinflation process in advanced economies as some of the commodity prices respond to weaker growth. Inflation is higher than previously expected and the en-

ergy price shock is still working through the present dynamics in many countries.

That being said, we saw inflation coming down in the eurozone to 9.2 proc. in December from a peak of 10.7 proc. in October. But we also saw core inflation reaching a record high of 5.2 proc. in December. So that is basically showing that inflation pressures remain relatively high, well above the targeted range for inflation targeting countries.

Let's shift to Poland now. You forecast quite a significant decline of the forecast to only 0.7 proc. of the growth. Why do you expect such significant growth?

There are multiple factors actually that sort of combine to give this result. First of all, let's acknowledge that the recovery from the COVID crisis in Poland has been much stronger than initially expected and there were growth revisions, historical growth rate revisions for 2021, for example, and 2022 was a strong outturn as well, were actually stronger than the market had expected.

In some cases. So we have a very strong base effect to begin with for 2022. And then, of course, we have this combination of factors,



A well-qualified labor force with good educational attainment helps. It's also an important factor for attracting investment into Poland.



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the monetary policy tightening in response to very high inflation. We have more deterioration in global financing conditions in general, and weak investment sentiment. And of course, given the high inflation that we've seen so far, we expect quite significant deceleration in growth in private consumption, which is one of the main contributors from an accounting point of view to growth in Poland as well as in other countries.

So we have a sharp deceleration in private consumption due to high inflation, due to rising interest rates and we also see a more difficult and complicated environment for investment. For the economy as a whole, we expect relatively flat, if not slightly declining, investment. And I think it's primarily due to private investment deceleration. We of course, also have the unwinding of the inventory cycle. Inventory building has contributed significantly to growth in 2022, and I think companies will start drawing down on some of those inventories, especially since the global supply disruptions are easing and since we also see this deceleration in consumption. And then, of course, let's not forget that we expect flat growth in



We have revised downwards the forecast for 95 proc. of the advanced economies and around 70 proc. of the emerging and developing economies.

the eurozone. And so that means the external demand is also going to slow down for Polish exports, for example.

So it's a combination of factors that have resulted in this downgrade in growth.

You are expecting the deepest slowdown since 2020 with recovery in 2024. What are the medium term strengths of the Polish economy and which factors bring downside risks?

The Polish economy has proven resilient to the multiple shocks we've seen. I mean, there was a contraction in output, but it was relatively shallow compared to other countries. And that speaks to the strength of

the Polish economy. It's a well-diversified economy. It is competitive. It has some strong fundamentals that have enabled this really strong growth for the past two decades or so.

I mean, it is a success story in terms of growth and income convergence. And those structural factors continue to play in favor of Poland. Of course, a well-qualified labor force with good educational attainment helps. It's also an important factor for attracting investment into Poland. So all those factors exist and we'll continue to support the Polish economy. There are, of course, also risks and of course geopolitical risks cannot be underestimated.

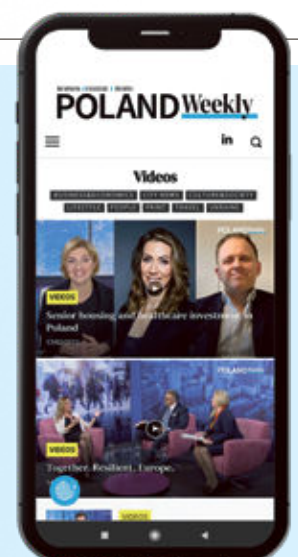
We see that the risk of an intensification in the war in Ukraine cannot be discounted. That will have repercussions, of course, on the growth outlook for the countries in the region and beyond.

And another downside risk is, and again that is also not just for Poland but globally, that of policy missteps. So very high inflation and repeated supply side shocks have complicated the task of policy makers to basically be able to calibrate the policies to ensure that there is a soft landing, for example.

Business, people, culture in Poland

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LEARNING TO DEAL WITH LABOR MARKET UNCERTAINTY

Sylvia Ziemacka talked to Cezary Maciołek,
President of the Progres Group.

The labor market seems to be doing quite well considering the current unemployment rates, despite the many challenges we face. What are the expected employment projections in 2023?

The International Labor Organization (ILO) predicts that the level of employment in the world will increase by only 1 proc. this year, compared to 2.3 proc. in 2022. Whether these forecasts will also be confirmed in the case of Poland is difficult to say, because everything depends on too many factors. I think that in a large part of the industries this increase may be higher. However, at the moment it is difficult to estimate precisely because the recruitment plans of companies for 2023 are quite cautious and customers are conservative. Businesses observe what is currently happening in the industry they represent and how competing organizations operate. They analyze their portfolio of clients and orders and make recruitment decisions on this basis.

I can say that in the case of recruitment, the time horizon has definitely shortened. Currently, recruitment is carried out in the „short term” system – i.e. if there is a need, there is recruitment. Recruitment processes will appear quite unexpectedly and customer expectations will also increase in terms of the speed of closing these processes. This means that the time to react, i.e. to find and acquire the right candidate, will be even less than before. The work of the recruitment agency must therefore be even more dynamic and effective, because it will be a „just in time” operation, i.e. when there is an order, there is execution.

What's more, many companies do not know how the year will go for them because inflation continues to cause high costs of production and production of goods, which reduces the profitability of projects implemented by companies. On the other hand, demand on the consumer side is also lower, which also determines certain actions and decisions. Therefore, businesses today focus on assessing which personnel resources and which positions are crucial and absolutely critical from the point



of view of 2023 and which are positions for potential restructuring. Companies introduce personnel plans depending on how the situation develops.

Will 2023 be the year of employers or does it depend on the sector?

Everything also depends on the given sector, and sometimes even on the profession itself, because 2023 will see a shortfall of professionals and companies will start fighting for them. For sure, we will be able to talk about an employee's market. They will dictate the terms and choose the offers. What's more, at a time of possible staff cuts, they can feel safe, because according to our research, 37 proc. of employees declare that when compiling the list of dismissals they will be guided by lack of skills and professional experience. The shortage of specific talent is one of the biggest pain points reported by employers today, which is hampering companies' development. Therefore, companies will do everything to get these specialists.

2023 will be a very uncertain year. However, if I were to point



Businesses today focus on assessing which personnel resources and which positions are crucial and absolutely critical from the point of view of 2023

out some positives and which groups of employees may have something more to say this year, it would certainly be highly qualified specialists, experts, middle-level managers, i.e. people whose role in the organization is crucial and who – despite the economic slowdown – can really contribute to the improvement of profitability and results. This applies to employees in the IT sector, i.e. programmers or people from cybersecurity, cloud solutions, as well as from the defense, medical, pharmaceutical and clinical research industries. There is a huge shortage in these

fields all the time, because there are new entities, new companies that employ specialists. Another market that also suffers from staff shortages is renewable energy, mainly photovoltaics and wind farms. There is still a shortage of specialists here, and taking into account our country's low-emission commitments, we will need more and more engineers and specialists in this field. I think that positions of people who specialize in company restructuring and have experience in optimizing business processes will also gain in importance, because businesses will look for such opportunities. As a result, where management boards will see development prospects, employees may rather feel safe, because they will continue to be tempted by employers with good offers.

Which sectors are resistant to the economic slowdown that awaits us and which will face waves of redundancies or the need for deeper structural changes?

The market is a system of interconnected vessels, so even resilient sectors can backfire when other industries collapse. Most industries today have little sense of peace or stability. However, there are some that do better than others. In addition to those mentioned earlier, the food industry is still doing very well, although it faces other challenges – inflation and maintaining margins, not building volume, because this is still growing due to the outbreak of war and the related increase in the number of consumers in Poland. Let us remember, however, that inflationary pressure have meant that producers and distributors have also had to optimize their margins, because prices have been rising along with an increase in raw material prices.

Maintaining profitability is therefore certainly a big challenge in the food industry. Retail chains did very well last year and seem to be quite resilient to the economic slowdown and further high inflation.

We also see great potential in the pharmaceutical industry. More drug manufacturers appear and new items appear in the catalog of drugs offered, so inevitably

specific pharmaceutical companies are being developed. Another industry is armaments, i.e. everything related to defense. Funds allocated for this will certainly increase, not only in Poland, but all over the world. As for the situation in the logistics industry, it will depend to a large extent on the sector that the operators are in. If it is the food or pharmaceutical industry, then there should be no problem here, but if it is, for example, an industry operating in the textile sector, then at the end of 2022 we saw a slowdown and declines. The clothing industry is facing a big challenge. In the second and third quarters of last year, the sector recorded growth due to the fact that more refugees appeared, and donors appeared, who also bought clothes for those in need. Mainly, chain stores and not premium ones gained.

The industry that has clearly pulled the brakes is the construction industry. The result is very little new investment. That which was started in 2021 or 2022 is already completed. This is an obvious problem, because the entire construction environment naturally feels it. There are fewer vacancies needed, fewer services provided, so all companies that produce for the construction industry, such as window carpentry, the furniture industry, door and furniture manufacturers, and the ceramic industry, can feel it. Demand for the services of architects, designers and decorators has decreased.

The automotive industry did not have a successful year either. The drop in demand for cars is related to, for example, high oil or gasoline prices, but also the long waiting period for new cars due to problems with the availability of components.

Does your company also recruit employees from outside Poland? Which sectors and countries are the most popular?

Indeed, we employ over 40 nationalities from almost every continent. In our opinion, Polish businesses are better and better prepared to cooperate with foreigners. Openness to new directions is particularly visible in companies aware of the situation on the global market. Citizens

from countries with a simplified employment procedure, i.e. our close neighbors, are most willingly employed in full-time jobs in Poland – these are, of course, Ukrainians, Moldovans, Georgians, Belarusians or citizens of Armenia. In the case of foreigners from Asia or Africa, the processes are much more complicated and time-consuming due to the rather long procedure related to obtaining work permits.

Ukrainians have been the largest group for many years. Proximity, not only in terms of distance, but also cultural and linguistic, as well as a very similar mentality of both nations, makes Ukrainians quickly assimilate in Poland. Polish companies value Ukrainians for their commitment, perseverance, willingness to perform professional duties even in difficult conditions, as well as the ability to quickly acquire skills required for a given position. The advantage of Ukrainians is their openness to working overtime and weekends, which guarantees them the possibility of earning more and supporting a family living in Ukraine. In addition to seasonal work in agriculture, industries in which there is no shortage of activities for our eastern friends and in which they are most willing to work include: trade, logistics, work in warehouses and production, or seasonal work. However, more and more often there are also questions about jobs requiring specialization



and higher qualifications. Companies are also starting to reach for candidates from distant directions, such as Asia or Africa. In the case of employees from Asia demand for candidates in Poland increased by 29 proc.

The Central Statistical Office published a salary report that shows large differences in earnings in major metropolises. What conclusions can investors looking for locations for new investments draw from this?

Poland is one of those countries that enjoys considerable popularity among investors. According to the report of the National Bank of Poland, the inflow of capital due to foreign direct investment in 2021 amounted to PLN 114.2 billion. In 2022, foreign companies only with the support of the Polish Investment and Trade Agency invested over EUR 3.7 billion in Poland, i.e. EUR 200 million more than a year earlier. They were mainly: Germany, Switzerland and Japan, and the following sectors enjoyed the greatest interest: e-mobility, BSS-IT, R&D as well



37% of employees declare that when compiling the list of dismissals they will be guided by lack of skills and professional experience.

as the food, machinery and automotive industries. Looking at the interest in specific regions, the most investment projects were attracted by the Mazowieckie, Małopolskie, Dolnośląskie and Śląskie voivodeships, i.e. those where salaries are among the highest in the country, both in their capitals and beyond. High earnings are certainly a great lure for specialists ready to move to a given province, and their availability is an argument for investors to choose a given region.

But, of course, not the only one. Equally important when choosing a location to conduct business are all other related expenses – apart from the cost of salaries, also important is the price of land or the price of renting office, warehouse or production space. In short, foreign investors who want to open their business centers in Poland take into account the overall cost they will incur. The economic calculation is simple – capital goes where it has the highest rate of return, therefore the mere amount of earnings in individual cities cannot be an argument when choosing a location. It is only one of the factors on which such a strategic decision is made. Optimizing finances is at the heart of every business, especially in the uncertain times that almost every entrepreneur is facing right now.

What is your golden advice for employers and employees in 2023 from the perspective of your company?

The most important piece of advice for employers in the coming months is to diversify the business they manage. The vari-

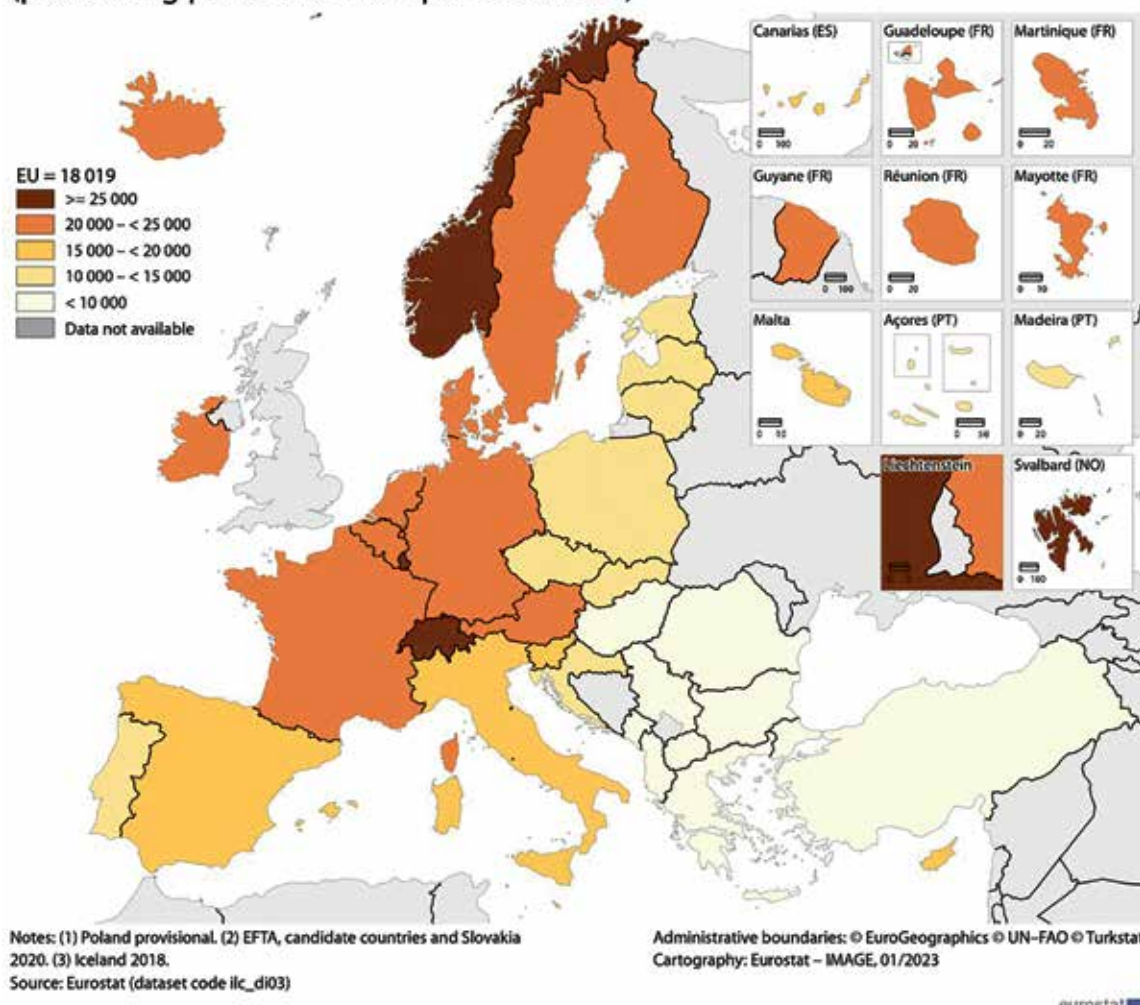
ability of services, the variety of products, a variety of reach and geographical spread – these are the categories in which you should scale your business. Today, diversification equals business security.

It is also important – as far as possible – to expand the group of clients. The more of them there are, the easier it is to survive the crisis, because the loss of one or two contractors will not cause a big slump in business. Therefore, managerial staff must constantly think about development – look for new markets, services and opportunities. This will result in increased competitiveness and, again, greater security.

All these activities come down to building a sense of stability in unstable times, and this will certainly be appreciated by employees. Proper communication, common and clear goals, lack of rapid personnel changes – despite stressful times – will positively affect the mental condition and work of the entire team.

My advice to employees is not to make hasty decisions related to your professional career. This is not a good time to spontaneously change jobs with the thought „it will be okay”. Before taking any steps, I suggest you analyze the market and your situation as an employee, take into account all the pros and cons, both in terms of changing and staying in your current position.

Median equivalised disposable income, 2021 (purchasing power standard per inhabitant)



Poland ranked 17th in EU purchasing power

Eurostat has published data on earnings in the European single market countries (EU plus Norway, Iceland, Liechtenstein and Switzerland) converted into PPS (Purchasing Power Standard) for 2021.

Poland ranked 17th in the EU on the 2021 data sheet.

In Poland in 2021, the average salary was PPS 13,866, much more than in Romania, which was the worst in this respect among EU countries (8,703 PPS). On the other hand, it is nearly 2.5 times less than in Luxembourg, enjoying the highest purchasing power of citizens in the EU (PPS 32,132) and over 1.5 times less than in the Netherlands, second (24,560 PPS).

The Czech Republic (13,815 PPS) and Lithuania (13,742 PPS) were slightly behind Poland, while Estonia (PPS 14,810) and Spain (PPS 16,297) were slightly ahead, near Italians (17,304 PPS), whom Prime Minister Morawiecki said Poland is aiming to catch up with by 2028.

All the countries in the top 10 are above the average earnings in the eurozone. These are from 1st to 10th places: Luxembourg, the Netherlands, Austria, Germany, Denmark, Belgium, Sweden, Ireland, Finland and France.



In Poland in 2021, the average salary was PPS 13,866, much more than in Romania, which was the worst in this respect among EU countries (8,703 PPS).

REVOLUTION IN THE DRUG DISCOVERY PROCESS IN THE BIOTECHNOLOGY MARKET

Poland Weekly talked to Janusz Homa, CEO & Co-Founder of Ardigen S.A.

What is Ardigen's profile? What exactly do you do?

A significant problem in modern pharmaceuticals and biotechnology is the growing cost of discovering and bringing a new drug to market – estimated at \$2.6 billion. Conversely, there are many unmet clinical needs that relate to smaller groups of patients. Ardigen believes that AI technologies will enable faster and cheaper Drug Discovery by reducing the number of laboratory experiments and increasing the likelihood of success in the later stages of drug development, especially in clinical trials. Ardigen is revolutionizing Drug Discovery for pharmaceutical and biotechnology companies to bring this vision to life.

How can your technology improve people's lives?

One of the platforms we are working on will allow us to bring personalized medicine to life in the future. This means that therapies will be able to be developed for individual patients, taking into account the specific nature of the disease they suffer from. This approach is particularly important in cancer disease. Cancer vaccines, or cell therapies such as TCR-T, could be computed by a computer for a specific patient, prepared in a laboratory, and administered to the patient. This personalized procedure could be a solution to creating a cure for cancer.

Who are the founders of Ardigen, and what's the story behind the foundation of the company?

Everything started in 2015 with my meeting with Pawel Prze-

wiezlikowski, co-founder and then CEO of Selvita (the largest CRO in Central and Eastern Europe). I asked him for his opinion on the Personalized Medicine project. This question resulted in the decision to jointly create Ardigen. I became CEO of the new company. Ardigen, one of the biggest AI & Bioinformatics companies in Europe, is my third company that was successfully built, although my first in biotechnology. Based on my experience and strategic market analysis, I noticed a unique moment in time where we stood at the threshold of another revolution – AI technology. The biotechnology industry has developed technologies that allow for the generation of huge data sets, such as DNA, RNA, and proteome sequencing. The combination of these opportunities, along with the challenges of access to drugs for critically ill patients, was the trigger to invest my own time and capital in Ardigen.

One of the platforms we are working on will allow us to bring personalized medicine to life in the future. This means that therapies will be able to be developed for individual patients.



What are your goals, ambitions, and next steps in the company's development?

Ardigen's ambition is to be the largest AI CRO (Contract Research Organization) in Europe. Our unique and innovative Drug Discovery process is based on predictions from computational models trained on large amounts of data and analysis from high-throughput experiments. The hypotheses thus generated are then tested in a biological or chemical laboratory, generating additional valuable datasets. The whole thing is closed in the learning AI-Lab Loop ecosystem. We want our customers' biologists and medical chemists to be able to ask scientific questions and receive reliable answers based on high-quality data. This proposal for biotechnology and pharmaceutical companies will increase the success of their Drug Discovery projects, significantly reducing the cost and time of discovering one drug. Ardigen will move on to more advanced projects involving larger aspects of Drug

Discovery, combining computational and lab work.

What's the position of the company on the international biomedical market?

Ardigen is a pioneer in the global AI in Drug Discovery market. Over the past eight years, we have gained a leading position and are mentioned in most analytical reports describing this young and rapidly growing market (CAGR 42.7 proc.)*. We participate in many industry conferences in the US and Western Europe every year. Our sales offices are located in the largest biotechnology hubs: Cambridge, MA, and South San Francisco, CA. Such an extensive international presence makes the Ardigen brand increasingly recognizable and synonymous with high quality services. We obtain many of our clients through referrals.

Thirteen of the largest pharmaceutical companies in the world have placed their trust in us (in addition to many medium-sized



The dynamics of AI in the Drug Discovery market mean that we have put significant effort into maintaining our position as leaders, as well as building an increasingly strong position for Ardigen on the global market.

biotechnology companies). In 2022, we signed an agreement with the BROAD Institute, joining the elite JUMP-CP consortium, where we are working on AI technologies for image analysis in Drug Discovery alongside such companies as Amgen, AstraZeneca, Bayer, Biogen, Eisai, Janssen, Merck KGaA, Pfizer, Servier, and Takeda.

You aim to accelerate Ardigen's expansion into new markets and strengthen the brand's position as a leader in the AI-enabled digital transformation in the field of Drug Discovery: How do you aim to achieve this? What type of business partners are you looking for?

The dynamics of AI in the Drug Discovery market mean that we have put significant effort into maintaining our position as leaders, as well as building an increasingly strong position for Ardigen on the global market. We seek to establish increasingly solid, long-term relationships with our clients based on trust, excellent understanding (both from business and scientific perspectives) and total concentration on the goals associated with each Drug Discovery program in which we participate. Another important action is the development of the Ardigen network of partners with whom we can jointly deliver greater value to pharmaceutical and biotechnology companies. We are seeking synergies in mutual capabilities, so we can offer better solutions on the market.

* Data Bridge Market Research, Global Artificial Intelligence (AI) in Drug Discovery Market, 2022





INNOVATION CHANGES HEALTHCARE SYSTEMS

Sylwia Ziemacka talked to Tomasz Rudolf, co-founder and CEO of Doctor.One, about the innovations that are reshaping healthcare markets.

What's the context of founding Doctor.One?

COVID was a great trigger for proving that not all interactions between a doctor and his or her patients need to be done in the doctor's office. We will be seeing a radical transformation of the whole patient experience in the future and in how doctors and their care teams work. And that's how we come to Doctor One.

Also what we saw is that everybody in this space, especially investors, is betting on AI, and that's the solution to the problem of shortage of doctors. The WHO estimates that we'll be lacking 4 million doctors in the system worldwide by 2030, which means 30 proc. fewer. The second solution is to move everything to self-service, so that patients can help themselves like they do right now with Dr. Google. I think 89 proc. of Americans check symptoms online before they go to any doctor. Not the best.

What we are seeing is that actually automating and industrializing everything is not a solution to all problems. There will obviously be things we can automate, but the pressure for doctors to do things way quicker is limiting.

Doctors are burning out with shorter and shorter visits and they really need to provide great healthcare, not just solving problems, but really caring

for the long term health of their patients. It's about the relationship between the doctor and the patient. Doctor.One is really the doctor that knows you and is available directly on your phone.

How does Doctor.One work?

We've built a platform that helps doctors build a private practice in the new model, rather than selling transactional visits to sometimes anonymous patients that they will never see again. Our doctors can invite their long term patients to a direct relationship through the Doctor.One app. They can stay in touch whenever the patient has a problem. Patients can write messages and know when the doctor has his or her daily rounds, when they respond to all those messages.



Doctors can issue prescriptions, they can guide the patients what to do next and when a physical visit is necessary. Through Doctor.One we are really bringing back this relationship into healthcare. Doctors can really care again for the patients who they know.

Doctors can issue prescriptions, they can guide the patients what to do next and when a physical visit is necessary. Through Doctor.One we are really bringing back this relationship into healthcare. Doctors can really care again for the patients who they know.

Did you start to think about Doctor.One when COVID started?

Actually, it was before. My partner's wife is a doctor. He's been exposed to all of the problems I mentioned for over a decade now. He was thinking about a kind of a trusted communicator between doctors and patients, kind of a medical WhatsApp. What brought us together was really connecting this idea with a subscription-based business model.

I've long been a fan of subscription-based business models and how they transform the relationship between providers and customers. And obviously doctors benefit from that. They can move away from just selling more visits. It's amazing to see how long-term subscription and that relationship changes the healthcare experience for the patient and for the doctor.

On what level of the development are you now with?

It's all been very quick. We started in 2021 in May. We closed our first round two months later and we launched the Doctor.One app in December 2022. We've been now over a year in the market with over 100 doctors who joined us in helping to shape this model. Together we designed the new care paths for pediatricians, for family medicine and over 30

other specialists. With them we are trying to redesign how they care for patients in this hybrid relationship where obviously there are still visits, but between visits the doctor can communicate with the patients.

That changes the dynamics of the treatments. And probably what is important is that you have it registered, even if it's a message or some call in the mobile app. We are formally a medical service provider, not just a technology company. We are a health care service provider helping build this network-based company based on a group of doctors that are really building their independent private practices. By joining forces with other doctors that think the same, namely that health care could be better and should be better. That also leads us and the doctors to a real responsibility for the patients. The problem of the current healthcare system, the traditional one, is that sometimes even if you have access to the doctor, it's not necessarily the same doctor that knows you.

Let's discuss the investment side. COVID made healthcare popular among international investors. Do you share this opinion from your perspective?

We were lucky that obviously we ran funding rounds during COVID and healthcare was a priority. Healthcare is a strong sector in Poland anyway. If you look at PFR statistics of venture capital investment, healthcare is by far the biggest thanks to Doc Planner or Informatica and other great companies that have been paving the way for international growth, buying up German competitors and expanding worldwide.

We also have a super strong I.T. sector. What was maybe missing sometimes was the connection between the medical community and the IT community. But it's changing. I'm really super happy with what's happening right now with the current Polish Chamber of Doctors. I was personally involved in starting an innovation network of doctors that are really getting active, building their startups, adopting those digital solutions in their practice. So this is really a good moment for healthcare companies to be built.



Together we designed the new care paths for pediatricians, for family medicine and over 30 other specialists. With them we are trying to redesign how they care for patients in this hybrid relationship where obviously there are still visits, but between visits the doctor can communicate with the patients.

Doctors are ready, patients are looking for solutions and societies need a better way to be ready for aging, for chronic diseases, which we all have, and solving these problems with prevention, which is something we still don't do much enough of.

Charlie Munger said that if you don't know what's really the reason, look at the incentives. And if you look at how we are paying doctors, if we pay for a visit, we get a visit and we don't get additional support or reminders about check ups. We don't have a relationship with a trusted doctor that challenges us to lose weight or live healthier.

And they don't think it's part of their job. So the current system is really a sick care system. If I have a problem, if I need a firefighter, I go to the doctor and they fight the fire. But it's not really a fire prevention problem. And I think we need to redesign the whole system to be more friendly for prevention and more supportive of that.

Do you plan expansion into other markets?

We do, especially to out-of-pocket countries where patients have been unsatisfied with what the public sectors have been delivering and filling the gaps in the system out of their own pockets. This is our natural way to grow. We've started with Poland. We are now preparing roll-outs in other European countries. Maybe even this quarter we'll be rolling out in our first countries in Western Europe.



[more at polandweekly.com](https://polandweekly.com)

Since the beginning of Russia's invasion of Ukraine, more than 1 million refugees have found refuge in Poland. It has been reflected in the setting up of new undertakings in Poland. 3,600 companies with Ukrainian capital and 10,200 Ukrainian sole proprietorships were established between January and September 2022. 75% of the businesses surveyed started operating in Poland because their founders needed to earn money to support themselves and their families. At the same time, 66% of them declared that they would continue to operate in Poland regardless of the situation in Ukraine. Those are the conclusions to be drawn from the report.

There are 24,100 companies with Ukrainian capital operating in Poland; that is, 25% of all companies with foreign capital. According to the available data, 2022 could be a record year in terms of the number of companies with Ukrainian capital registered. In the first three quarters of 2022, as many as 3,600 entities were established.

“Between January and September 2022, as many as 45% of newly registered companies

NEARLY 14,000 UKRAINIAN FIRMS ESTABLISHED IN POLAND

Nearly 14,000 Ukrainian firms were established in Poland from January to September 2022, according to the report of the Polish Economic Institute, a public economic think-tank, entitled ‘Ukrainian companies in Poland since the start of the war in 2022.’



when it almost tripled compared to March. As at the end of the third quarter of 2022, the number of Ukrainian firms entered in the Central Register and Information on Business (CEIDG) was nearly twelve times the figure for February.

“The number of sole proprietorships established by Ukrainian citizens soared on a monthly basis in 2022. The sharpest surge occurred in the first weeks after the start of Russia's invasion – in April 2022, there were already 4.5 times more such firms in the Polish market than in January. In September 2022, their number was 2.6 times the figure for April. Most businesses operate in construction (24%), information and communication (16%) and services (14%). It is also worth noting that women own 41% of Ukrainian sole proprietorships,” says Anna Szymańska, an analyst of the Economic Foresight Team at the PEI.

Most Ukrainian firms are here to stay

According to the PEI's survey, for 75% of respondents the strongest motive for starting a business in Poland was the need to earn money to support themselves and their families. The second-most cited motive was cultural closeness and easier communication in terms of language than in other countries (63%).

66% of respondents said they will continue to operate in Poland regardless of the situation in Ukraine. A mere 4% intend



According to the PEI's survey, for 75 proc. of respondents the strongest motive for starting a business in Poland was the need to earn money to support themselves and their families.

to wind up operations in Poland and return to Ukraine as soon as the situation allows. The businesses most likely to remain in Poland are those active in other services (43%), construction (17%) and information and communication (13%). The most entrepreneurs planning to return to Ukraine are from the IT sector.

“The end of the war will not mean the mass closure or return of these firms to Ukraine. Although 40% of Ukrainian companies consider the lack of experience to be a barrier to running a business in Poland, the majority of those surveyed intend to continue their economic activities in Poland, developing cooperation with Polish partners. Ukrainian entrepreneurs also wish to participate in the post-war reconstruction of Ukraine,” says Dębowska.

Source: Polish Economic Institute / pie.net.pl



66% of respondents said they will continue to operate in Poland regardless of the situation in Ukraine.

with foreign capital were entities with Ukrainian capital, at the same time accounting for 7% of all companies registered in Poland, both those with Polish and foreign capital. Most of them are active in retail (22%), construction (19%) and transport and warehousing (14%),” says Katarzyna Dębowska, the Economic Foresight Team Leader.

Ukrainian citizens mainly set up sole proprietorships

Sole proprietorships are the predominant form for Ukrainian citizens to carry out economic activities in Poland. A total of 10,207 such businesses were established from January to September 2022. The sharpest m-o-m increase in the number of active sole proprietorships starting operations was in April

Teenagers working on groundbreaking innovations

Carbon technologies in medicine, obtaining valuable substances from plants that can be used in medicine and cosmetology, and innovative methods of preventing complications related to bone fragility syndrome – these are examples of areas that young researchers are looking into and all have been awarded in the first edition of the „Talents of Tomorrow” grant program” organized by the Empiria and Knowledge Foundation established by Bank Gospodarstwa Krajowego (BGK). BGK says it will be a cyclical programme.

Low earnings, which make it impossible to make a living solely from science, lack of financial support throughout the doctoral studies, the need to take up work unrelated to the subject of

research, and as a consequence, often giving up a scientific career for financial reasons – these have been one of the main problems facing young scientists for years. They pointed, among other things, to participants in a study conducted in 2017 as part of the Scientist Project of the Polish EURAXESS network. In it, young scientists emphasized that in the absence of permanent funding given that grants are the main tool for their career development. Almost 88 proc. of young scientists said they are looking for information on grants, competitions and scholarships, and nearly 79 proc. said they are applying for a national grant.

„I am confident about the future of Polish science, because the ranks of scientists looking



for innovation are being joined by very talented people who will certainly replace us with dignity and create science at a high level,

science that solves real problems and meets the needs of society. These are the problems our finalists and winners aim at”, – says

prof. dr hab. Eng. Lukasz Albrecht, vice-rector for science at the Lodz University of Technology. Source: Newseria

The WOŚP is a Polish phenomenon, recognized for many years as the organization enjoying the greatest public trust in Poland. IQS research in 2020 found that 84% of Poles trust the WOŚP, outstripping even church institutions.

The final of the WOŚP is run by approximately 1,700 local Great Orchestras of Christmas Charity, which coordinate the work of 120,000 volunteers.

During the WOŚP in 2020, over PLN 1.75 billion (\$390 million) was collected. It is estimated that every fifth piece of equipment in hospitals comes from the WOŚP.

The finale of the Great Orchestra of Christmas Charity has become a key part of Polish culture. Every year, concerts, festivities, festivals and happenings are organized in many parts of the country. The Poland'Rock music festival (formerly Przystanek Woodstock) organized in Kostrzyn nad Odrą takes place at the turn of July and August.

From small acorns...

The campaign was initiated by Brum, Jerzy Owsiak's weekly broadcast on Polish Radio 3 - spontaneous donations sent in envelopes and messages went to children with congenital heart defects.

The name "Wielka Orkiestra Świątecznej Pomocy" was first used by Owsiak in the program 'Do what you want' during the Christmas holidays in 1991.

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The final of the WOŚP is run by approximately 1,700 local Great Orchestras of Christmas Charity, which coordinate the work of 120,000 volunteers.



fot.: PAP/Marcin Obara

WOŚP: LET THE ORCHESTRA PLAY ON

The Wielka Orkiestra Świątecznej Pomocy Foundation (WOŚP) is a Polish philanthropic foundation that for the last 30 years has helped save the lives of sick people, in particular children.

 Jo Harper

The first charity concert under the banner of WOŚP took place in the spring of 1992 in Ciechocinek.

On January 3, 1993, a fundraiser was launched for the Children's Cardiac Surgery Department at the Children's Health Center in Warsaw. This was initiated by Owsiak also on 'Do what you want.' The culmination of the event was the Action Final, organized in the TVP2 studio in Warsaw, as well as in several other cities in Poland. During the first final, over 31 billion old zlotys were collected, for which equipment was purchased not only for the Children's Health Center in Warsaw, but also for

10 departments of Pediatric Cardiac Surgery throughout Poland. The board of the foundation, composed of Owsiak, Lidia Niedźwiedzka-Owsiak (medical director of the foundation), and doctors: prof. dr hab. n. med. Bohdan Maruszewski and prof. dr hab. n. med. Piotr Burczyński, decided on the medical purpose of the collection after consultations with experts, national consultants and on the basis of requests received from medical facilities throughout the country. Since September 1, 2004, the foundation has had the status of a public benefit organization. 1% of the income tax transferred to the foundation's account is used to support children's hospices, equip psychiatric wards for children and adolescents, purchase defibrillators, purchase equipment to save the life and health of children.

Other campaigns

In addition to the purchase of medical equipment and equipment for health care facilities, the foundation has also initiated, finances and supports seven nationwide medical programs and campaigns and one educational initiative.

The orchestra is also involved in emergency aid, as was the case with the "Stop Floods" campaign in 2010, when it organized a one-day public fundraiser, to purchase equipment to help

nated equipment worth about PLN 70 million and supported 467 hospitals, 417 nursing homes and private retirement homes, 60 care and treatment facilities and 23 hospices.

In 2022, the WOŚP spent nearly PLN 20 million to help Ukraine. It bought 1,076 devices for over PLN 13.2 million for hospitals in Ukraine and 520 devices for over PLN 5.3 million for facilities in Poland. The purchased equipment includes cardiomonitors, ventilators, anesthesia machines, oxygen concentrators, pulse oximeters, ultrasound, ECG, and Individual Medical Packages.

Ups and downs

In January, 2019, Owsiak resigned after the fatal stabbing of the mayor of Gdańsk, Paweł Adamowicz, at a WOŚP event. Owsiak cited a growing wave of hatred directed against him.

On January 19, after Adamowicz's funeral, Owsiak decided to return to the position of the president of the charity.

The finals were broadcast from 1993 to 2016 on public television TVP, and from 2008 to 2011 also on commercial channel TVN. In 2010, transmissions from the 18th Finale of the Great Orchestra of Christmas Charity were also shown on the coded Canal+ channel. Reports from the Final were also broadcast for 24 years via Polish Radio.



Warsaw, January 16, 2017. President of the board of the Great Orchestra of Christmas Charity Foundation Jerzy Owsiak, with the guitar of Rolling Stones vocalist Mick Jagger, put up for auction by the Great Orchestra of Christmas Charity.

fot.: PAP/Paweł Supernak



Szczecin, January 12, 2023. Ceremonial opening of the Magnetic Resonance Laboratory in the Independent Public Specialist Health Care Center "Zdroje"

fot.: PAP/Marcin Bielecki

WIND TOWERS FOR THE BALTIC SEA TO BE BUILT IN GDAŃSK

The Industrial Development Agency S.A., together with strategic partner GRI Renewable Industries S.L., has commenced implementation of a new investment to support the development of offshore wind energy (MEW).

On January 19, a joint venture agreement was concluded between ARP S.A., Baltic Towers sp. z o.o. and the Spanish company GRI Renewable Industries, S.L. concerning the implementation of a joint venture in the construction of a new factory of towers for offshore wind energy (MEW). The planned investment of the IDA Capital Group (IG ARP) will allow it to meet the growing demand for wind towers, as well as significantly increase the share of Polish companies in the supply chain for the construction of offshore wind farms (OWF) in the Baltic Sea. The value of the

estimated investment is over EUR 150 million and the planned start of production is 2025.

„For several years, Poles have been creating a supply chain in the offshore sector. Offshore wind farms (SHP) will be produced in Poland, and in this way we engage domestic companies as co-producers and create a local offshore ecosystem. Cooperation with an experienced foreign partner allows us to expand production and service facilities. It is also thinking about the longer-term future related to the maintenance of OWE technology in the Baltic Sea. This is fully in line with energy policy, which emphasizes the benefits and the importance of the zero-emission offshore wind farm sector”, says Mateusz Berger, the government plenipotentiary for strategic energy infrastructure.

„The construction of offshore wind farms in the Baltic Sea is a strong impulse for Poland's economic development based on modern technologies. Investments in the offshore wind sector are of great importance from the point of view of increasing the country's energy security, but also for creating a supply chain in which Polish industrial and technological companies, universities and research institutes as well as professional staff involved in various areas of competence will have a significant share. Many Polish companies are already involved in the implementation of



offshore wind projects around the world. The time has come to use this valuable resource to build Polish wind farms in the Baltic Sea and to strengthen Polish local content. The ARP investment is part of the implementation of this goal”, says Ireneusz Zyska, Deputy Minister of Climate and Environment, Government Plenipotentiary for RES.

„One of the strategic goals adopted for Poland is the energy transformation towards RES (clean industry), and offshore wind energy has been indicated as a direction of particular importance for the ARP S.A. The strategic goal is the transformation and acceleration of the Polish economy – modernization and development following the logic of Polish economic interest, i.e. through Polish components, Polish capital and Polish competences”, says Izabela Antos, Undersecretary of State, Deputy Head of the Chancellery of the Prime Minister.

„As part of this new investment, located in Gdańsk with access to the waterfront, a hall will be built for the production of offshore towers for the largest planned wind turbines with a capacity of over 14 MW, and a modern production plant, designed and built in accordance with the Industry 4.0 standard, will have production facilities capable of delivering over 120 towers per year. The new plant will meet the highest technical and quality standards set by key customers on the SHP market”, says Cezariusz Lesisz, President of IDA S.A.

Offshore wind energy is currently one of the fastest growing energy sectors. Both the dynamic economic situation driven by European energy policy, the energy transformation processes being implemented in Poland, and the adopted act on the promotion of electricity generation in offshore wind farms are aimed at significantly increasing the share of renewable energy in energy generation.



The strategic goal is the transformation and acceleration of the Polish economy – modernization and development following the logic of Polish economic interest, i.e. through Polish components, Polish capital and Polish competences”, says Izabela Antos, Undersecretary of State, Deputy Head of the Chancellery of the Prime Minister.

Energy for the countryside

The aim of the new priority program „Energy for the countryside”, which will be launched as part of the National Fund for Environmental Protection and Water Management on January 25, is designed to increase the use of renewable energy sources (RES) in rural and rural-urban communes. The budget of the first call for proposals is PLN 100 million.

Co-financing under the „Energy for the countryside” program will be available to existing energy cooperatives and their



Financial support is provided for photovoltaic installations or wind turbines, biogas plants and hydropower plants, and energy storage facilities integrated with these sources.

business members, as well as emerging energy cooperatives and farmers.

Financial support is provided for photovoltaic installations or wind turbines, biogas plants and hydropower plants, and energy storage facilities integrated with these sources. The loan can be up to 100 proc. eligible costs of projects (up to PLN 25 million), and grants for up to 65 proc. of eligible costs (up to PLN 20 million). Investments cannot be started before the date of submission of the application for co-financing.





French EDF invests in nuclear power projects in Poland

Respect Energy and EDF have signed an Exclusive Cooperation Agreement for the development of nuclear power projects in Poland based on NUWARD™ SMR technology.

During a dedicated event at the French Embassy in Poland and in the presence of Frederic Billet, the French ambassador, Respect Energy and EDF announced the signature of an Exclusive Cooperation Agreement to jointly develop nuclear power projects in Poland based on NUWARD™ SMR technology on specific sites.

This agreement marks Respect Energy's and EDF's intention to jointly proceed with the development of SMR projects in Poland and confirms the strong interest towards NUWARD™ technology, which has been selected by the energy trader to expand its footprint in the nuclear energy field. Respect Energy and EDF will now jointly start the evaluation process of specific new greenfield sites and continue to work on detailing the business and financing plans for this endeavor.

This partnership between EDF, the largest nuclear operator worldwide and developer of NUWARD™ SMR, and Respect Energy, a leading European operator and trader of renewable energy based in Poland, respectively, is testimony to EDF's commitment to deploying a European nuclear strategy for new constructions, with its European SMR complementing its EPR offering to Poland.

EDF has recently reaffirmed its offer based on the EPR technology to support the ambitions of the Polish Nuclear Power Program to deliver up to 9 GWe of nuclear output by 2043. With

its large EPR family power reactors complemented by its NUWARD™ SMR, EDF has a complete European offering to help decarbonize the Polish economy and enhance the country's energy security.

Sebastian Jabłoński, Chairman of Respect Energy Holding said: „Respect Energy is proud to be a part of the SMR development projects in Poland. Teaming up with EDF – the world's largest nuclear operator – will allow us to both support the energy transition in Poland as well as contribute to meeting the demands for safe and carbon-neutral electricity. By signing an exclusive cooperation agreement we start an ambitious project of deploying the first European SMR in our country which will help us to decarbonize the Polish economy and will expand our growing portfolio of zero-emission assets”.

Vakiasai Ramany, EDF Senior Vice-President in charge of New Nuclear Development said: „EDF is delighted to join forces with Respect Energy, a European energy market player based in Poland specialized in green energy projects. With this cooperation agreement we are moving ahead with the first European SMR project in Poland, contributing to energy sovereignty and the Polish transition towards low carbon sustainable electricity production. With our reactor portfolio, we are committed to meeting Poland's civil nuclear ambitions with both large power and SMR technologies”.



ANOTHER RECORD-BREAKING YEAR FOR PAIH

In 2022, with the Polish Investment and Trade Agency's (PAIH) support, foreign companies invested over EUR 3.7 billion in Poland, EUR 200 million more than a year earlier and as much as one billion more than in 2020.

The number of actual projects also increased by more than 20 proc. Last year, 126 projects ended with a positive investment decision, which is a significant increase compared to the 96 in 2021. In total, thanks to last year's investments, according to investors' plans, nearly 14,000 new jobs will be created.

„We have proved that uncertainty in the markets, the entry of the global economy into the post-pandemic era and the war in Ukraine, are not able to stop the flow of investments to Poland. We are still an attractive country for investors”, says Piotr Dytko, a board member performing the function and duties of the chairman of the PAIH.

The upward trend in the number and value of FDI is constant, but changes can be seen, for example, in the directions

from which investments are coming. Comparing 2021 with 2022, we can observe a change in the countries from which the largest foreign investors, in terms of financial outlay, are coming. In the previous year, it was South Korea, Germany and the US. Only Germany remained in the top three, advancing to first place by investing over EUR 1.4 billion in Poland and creating 4,000 jobs. Switzerland came second with



Only Germany remained in the top three, advancing to first place by investing over EUR 1.4 billion in Poland and creating 4,000 jobs.

EUR 611 million in projects and more than 300 jobs. Japan rounded off the top three, planning investments totaling over EUR 320 million and declaring the creation of over 1,000 jobs.

In terms of the number of projects, Belarus leads with 50 investment projects, which is an undoubted success for the Business Harbor program. In 2022, more than 44,000 visa recommendations were issued under the program. This is a huge increase from the 6,000 a year earlier. The program also includes 50 companies that relocated from Belarus, EUR 86.95 million of investment outlays declared by companies covered by the PBH program and over 2700 new jobs for specialists in Poland.

As far as sectors are concerned, those enjoying the greatest interest were: e-mobility, BSS-IT, R&D and the food industry, machinery and the automotive sector. However, the largest number of projects came from the BSS-IT sector, as many as 51. In terms of project value, the e-mobility industry had the largest amount invested in it – over EUR 1.4 billion.



THREE SEAS REGION RIGHT ON TRACK

Almost 4,500 km of High Speed Railway lines are planned for the Three Seas Region. The first sections should be launched as early as 2028. During Railway Direction Days in Warsaw, a cooperation agreement was signed by representatives of Centralny Port Komunikacyjny, Rail Baltica and Správa železnic.

According to the investor schedules, by 2028, the time of the planned launch of the first stage of the CPK airport, the first section of the Warsaw – Łódź HSR being planned by CPK should already be operational, as well as the completion of modernization of the Rail Baltica route by PKP PLK from the Lithuanian border via Białystok to Warsaw.

According to the plan, by 2030 the whole Rail Baltica cross-border corridor should be completed in Estonia, Latvia and Lithuania: from Tallinn via Riga and Kaunas (with a connection to Vilnius) to the Polish border. The first sections of Rail Baltica railway lines are planned to be launched in 2027. The assumption is that the section of the V4 HSR line between Prague, Brno, Bratislava and Budapest will also be built at this time. In the following years, subsequent sections from Poland will be con-

nected to the V4 railway line: Katowice-Ostrava and the so-called Małopolska-Silesian Node.

„The Three Seas Region is one of the fastest growing areas in Europe. Over the past 20 years, the region's GDP has grown almost twice as fast as the 'original EU.' These rail projects are tailored to the needs of individual countries and the Three Seas region as a whole. The new HSR network, which is the CPK railway investment, together with other projects in the region such as Rail Baltica and V4, will form the future railway backbone of the Three Seas Region and an important part of European TEN-T transport network”, said Marcin Horała, the Deputy Minister for Funds and Regional Policy, the Government Plenipotentiary for CPK.

Thanks to joint investments, there will be a Tallinn – Warsaw – Katowice – Budapest connec-



tion (1,700 km) as well as Tallinn – Warsaw – Wrocław – Prague (1,500 km, including 400 km along CPK).



said **Mikołaj Wild**, CEO of CPK.

„This is the unique, one-of-a-kind time in our common history when, functioning together in the region, we can create an unrivaled rail transportation offering. We are drawing lessons from HSR investments in the West. As a result, our projects can bring about an economic domino effect, giving a boost to other industries and sectors”,

not only in the Baltic states, but also the whole of Europe, we must recognize the benefits and use the full potential from strengthening cooperation with other megaprojects. We have already made significant progress by establishing regular cooperation formats with Centralny Port Komunikacyjny, and will be honored to now extend cooperation also with the national railway infrastructure manager in the Czech Republic”. Agnis Driksna, CEO of RB RAIL AS.

„The cooperation between railway infrastructure managers in the region is viewed by Správa železnic as a cornerstone for future rapid development in the 3 Seas area. Faster travel between hubs, better service quality to passengers, improved safety as well as alleviating capacity on conventional rail for freight seem to be the major benefits that will boost economic growth and multilateral relationships across the region. Given the long-term nature of these projects we understand we must not miss this crucial momentum to invest now in the future, as the positive benefits will be enormous not only for our countries but also for the whole of Europe”, said Radek Čech, director of international affairs at Správa železnic.

The project organizations have the support of international allies, who point out that the planned infrastructure will be dual-use, that is civil-military.

„Current events have shown that reliable and resilient rail infrastructure is so incredibly important for the safety and se-

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The new HSR network, which is the CPK railway investment, together with other projects in the region such as Rail Baltica and V4, will form the future railway backbone of the Three Seas Region and an important part of European TEN-T transport network

curity of the region. An investment in this infrastructure is an investment into the long-term security of the region. It is just as important as our collaboration on national security, energy security, and defense”, said Mark Brzezinski, the US ambassador to Poland.

„Rail Baltica and the CPK railway projects are important to integrate the region more closely into the EU's transport network and achieve environmental benefits by shifting traffic to rail”, according to Catherine Trautmann, European coordinator of the NSB Corridor.

The planned HSR system in the Three Seas Region area will be cost-effective, according to a report presented at Railway Direction Days by Steer, an international consultancy which performs analyses for the European Commission.

The estimated total cost of the entire HSR network in the Three Seas Region is around €60 billion. The authors of the report





second half of this year) and a 200 km section between Łódź and Wrocław.

In the Baltics more than 640 km out of 870 km total corridor is under design and large-scale constructions are approaching. In Latvia, a tender for construction works for a 200 km section of the Rail Baltica railway line is underway, and RB Rail AS has launched an electrification subsystem design and build tender for the electrification of the entire 870 km Rail Baltica network. Meanwhile the Czech Republic is preparing design

documentation for, among other things, the section between Ostrava and Przerov.

Ultimately, the HSR rail system will be able to cover all the Three Seas Region countries and be ready for further development within Ukraine (extension of the CPK's 'spoke' no. 5 to Lviv and ultimately to Kiev). The development of the Poland-Ukraine HSR connection is part of the reconstruction plan for the country and the concept of extending the TEN-T corridors beyond Poland's eastern border.

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From Warsaw, traveling to Vilnius will take 4 hours (currently 9 hours), to Riga 5 hours (today there is no such direct connection by train, and the travel time by bus takes more than 8 hours)

(today there is no such direct connection by train, and the travel time by bus takes more than 8 hours), to Ostrava less than 2 hours (currently 4,5 hours) and to Budapest 5,5 hours (currently 11,5 hours).

It will take approximately two hours to get from Prague to Vienna and Bratislava (currently close to 4,5 hours), while the journey to Budapest from the Czech capital will be reduced to 3,5 hours (from the current 7 hours). From Vilnius passengers will reach Tallinn in approximately 3,5 hours (currently it takes more than 8 hours), and Riga will be reached in less than 2 hours (from the current over 4 hours).

estimated that the total value of the benefits in the HSR network for the Three Seas Region countries would be more than €120 billion. According to Steer's calculations, €55 billion represent passenger journey time savings and €57 billion are the other benefits of the project, including those resulting from a decrease in transport accidents.

The good news for passengers is that there will be significant shortening of travel times, such as on the Łódź – Wrocław section, where the journey will be shortened from 3 hours to about 1 hour. From Warsaw, traveling to Vilnius will take 4 hours (currently 9 hours), to Riga 5 hours

According to Steer's calculations, the busiest sections will be Warsaw – Łódź in Poland, Brno – Jihlava in the Czech Republic and Budapest – Győr in Hungary. Each will carry between 14 and 18 million passengers a year.

Planning and design work is well advanced. For example in Poland feasibility studies are already being developed for 1,500 km of the 2,000 km planned CPK so-called spokes, including a 140 km section of the HSR between Warsaw and Łódź (the preparatory construction work should start in the



New industrial complex near Warsaw

Developer and investor CTP has started construction of a warehouse and industrial complex in Wiskitki near Warsaw. The first stage of the project will provide the market with approx. 60,000 sq m. of space adapted to production and logistics operations, and its commissioning is scheduled for Q3 2023.

CTPark Warsaw West will be a cross dock facility erected on a plot of over 50 ha. As part of the complex, CTP will build four buildings and a fifth is also planned. The entire investment is to offer a total of over 233,000

sq m, corresponding to the needs of tenants from the logistics and production sectors. As part of the

”

CTPark Warsaw West will be a cross dock facility erected on a plot of over 50 ha. As part of the complex, CTP will build four buildings and a fifth is also planned.



project, the developer also plans to supplement it with the Clubhouse format – a multifunctional space available to the park community, as well as local residents. This initiative is one of the distinguishing features of the CTP offer, which strongly supports the building of a „community”. CTPark Warsaw West will be the company's first project in Poland expanded with this module.

The latest CTP investment is located right next to the A2 motorway junction and in the vicinity of the planned Central Communication Port.

Germany remains Poland's main trading partner. In the first eleven months of 2022, Poland's exports here reached EUR 87.7 billion, 15.6 proc. higher than last year. In the period January-October, exports were 16.5 proc. higher than twelve months earlier.

Exports to eurozone countries reached EUR 98.4 billion, 22.6 proc. higher than in the corresponding period of the previous year. In the period January-October 2022, exports were 23.9 proc. higher than twelve months earlier. It is worth noting results of sales to France (EUR 17.9 billion, increase by 18.2 proc.), Italy (EUR 14.6 billion, increase by 18.5 proc.), the Netherlands (EUR 14.5 billion, increase by 27 proc.) .5 proc.), but also to Slovakia (EUR 9.1 billion, an increase of 35.1 proc.).

In the case of EU countries remaining outside the eurozone, exports amounted to EUR 53.0 billion, 25.8 proc. higher than in the previous year. In the period January-October 2022, an increase of 26.9 proc. was recorded here. Sales to the Czech Republic in particular looked good (EUR 20.8 billion, an increase of 32.8 proc.), but also to Sweden (EUR 8.5 billion, an increase of 15.0 proc.).



In the first eleven months of 2022, total imports amounted to **EUR 333.1 billion**, which was **27.0 proc.** higher than in the corresponding period of the previous year.

After the first eleven months of the year, the results achieved with highly developed countries outside the EU were also excellent (EUR 36.5 billion – a level higher than the previous year by 22.1 proc.), e.g. to the United Kingdom (EUR 15.6 billion, an increase of 17.5 proc.) and to the US (EUR 9.4 billion, an increase of 36.4 proc.). In the first eleven months of 2022, goods worth EUR 15.1 billion (an increase of 2.0 proc.) were exported to the countries of Central and Eastern Europe. In the group of these countries, the result with Ukraine of EUR 8.7 billion after an increase of 54.0 proc. is especially noteworthy – which was shown for the first time in the

top ten of our main export partners a month ago. Exports to developing countries amounted to EUR 24.8 billion – higher than in the previous year by 20.1 proc.

In the first eleven months of 2022, total imports amounted

to EUR 333.1 billion, which was 27.0 proc. higher than in the corresponding period of the previous year.

In the period from January to November 2022, imports from Germany reached EUR 67.6

billion, 22.5 proc. higher than a year earlier. In the period January-October, imports were higher than twelve months earlier by 22.6 proc. Imports from eurozone countries amounted to EUR 73.4 billion, 15.9 proc. higher than in the previous year.

POLISH TRADE STABLE

The latest Central Statistical Office report showed that Poland's total exports in the first eleven months of 2022 amounted to EUR 315.5 billion, 19.7% higher than in the same period of the previous year. In the period January-October, exports were 20.6% higher than twelve months earlier.



In the first eleven months of 2022, Poland's exports here reached **EUR 87.7 billion**, **15.6 proc.** higher than last year.

In the period January-October, the result was higher than in the previous year by 16.8 proc. Noteworthy is the result achieved with Italy (EUR 15.5 billion, an increase by 15.9 proc.), the Netherlands (EUR 12.6 billion, an increase by 17.5 proc.), France (EUR 9.8 billion, an increase by 10.3 proc.) and Belgium (EUR 7.5 billion, an increase of 15.6 proc.).

Imports from EU countries remaining outside the eurozone amounted to EUR 30.1 billion (an increase of 24.3 proc.), including EUR 10.1 billion from the Czech Republic (an increase of 21.9 proc.). Imports from highly developed countries outside the EU (EUR 35.3 billion, an increase by 56.5 proc.), as in the case of exports, were largely created by contacts with the US (EUR 14.1 billion increase by 78.4 proc.), but also with South Korea (EUR 7.7 billion, an increase by 28.7 proc.). Goods were purchased from the countries of Central and Eastern Europe worth EUR 21.8 billion (an increase of 6.4 proc.), mainly from Russia (EUR 15.0 billion – the same level as a year earlier), and from developing countries – EUR 105.0 billion (an increase of 36.9 proc.) mainly due to China, our second import partner (EUR 49.3 billion, an increase by 28.6 proc.).

In the first eleven months of 2022, a deficit of EUR 17.6 billion was recorded in the trade of goods. It should be emphasized, however, that the results with individual countries or groups of countries varied greatly. In the case of Germany, we achieved a surplus of EUR 20.1 billion. With the rest of the eurozone countries, we generated a surplus of EUR 25.0 billion. With EU countries remaining outside the eurozone, a surplus of EUR 22.9 billion was achieved. In the case of highly developed countries outside the EU, the generated surplus amounted to EUR 1.2 billion. We had a trade deficit of EUR -6.7 billion with the countries of Central and Eastern Europe. On the other hand, we record the largest deficit in the case of exchange with developing countries, EUR 80.2 billion (obviously mainly due to the trade deficit with China).

Source: KIG



rate headquarters, in a satellite office, a pop-up space, or online.

Self-development is one of the main drivers for many Gen-Z and millennials, especially when choosing a workplace. This is particularly true when talking about their own personal growth and well-being. Many of our workshops/webinars are aimed towards education and sharing practical knowledge and tools to help employees take better care of themselves. Examples are: cooking workshops, use of technology and wearable devices to better monitor our health, ready-made home workouts, sport specific guides. All support an online or hybrid solution.



Self-development is one of the main drivers for many Gen-Z and millennials, especially when choosing a workplace.

2023 TOP 10 WORKPLACE HR TRENDS: AN EXPERT OPINION

The following article will cover the top 10 workplace HR trends published in the FORBES magazine and my expert opinion on how each trend might be implemented in practice.



Or Hever

Physiotherapist and Personal trainer, CEO-Move4Life

solution. There should be a better understanding of the wide-spectrum of what well-being actually pertains to: Physical, Mental, Emotional and Social & Cognitive health.

While I understand the focus on Mental Health, we have to acknowledge that Mental health is affected by many factors and is highly individual. To be able to

#1 Employee well-being is a human imperative

The recent Surgeon General report on Mental Health and Well-being reports 81 proc. of workers say they will be looking for workplaces that support mental health in the future.

The term „well-being” is interpreted differently by different people and organizations. Often it is used interchangeably to refer to Mental Health, which does a disservice to the employees who require a different

truly make a positive impact we have to individualize and diversify the solutions we offer employees.

One such solution that is highly effective is individual meetings with a well-coach, a physiotherapist with dedicated well-being training aiming to detect the well-being issues an employees might have and refer to the right solution either internally in the company or externally.

#2 Skills-based hiring is on the rise as companies recruit for potential rather than degrees

Recent research by Remote shows skills-based hiring is up 63 proc. in the past year as more employers value experience over academic qualifications.

As talent attraction and retention accelerate in 2023 and skills-based hiring increases, in particular in specific sectors, we should aim for a better understanding of what the individual candidate/employees is actually looking for in an employer. Those companies that understand this will succeed in attracting and retaining their most valuable resources.

#3 The future of work is flexibility for all employees

Flexibility is the ability to choose one's work schedule and it no longer means just working remotely. It can mean working four or even three days a week, while working longer hours each day.

In the same way different people need different diets, different working schedules fit different people. We see again and again that offering employees the option to choose actually results in better retention, productivity and reduced absenteeism. This flexibility also extends to the choice of benefits. We often offer employees the option to choose between different services: an office massage, consultation with a physiotherapist or personal trainer, all services offered by the same person. This results in a high engagement rate (over 90 proc.) and allows us to really find the employees who need help the most.

#4 Hybrid learning will force companies to re-invent their bricks-and-mortar corporate academies

The present leads to a future where corporate academies will be omni-channel - where learners engage where they are, whether that is in person at a corpo-

#5 ESG reporting will expand beyond compliance to attract talent

The importance of ESG (environmental, social, and governance) reporting is increasing due to new regulatory requirements and pressure from investors, boards of directors, and a range of stakeholders from current and prospective employees to consumers.

As more companies are focusing on the „S” part of ESG, it is clear that in practice it is much harder to implement compared with the „E” part. As Human metrics are harder to define and measure, we must focus on tools and solutions that will allow us to better understand what employee's well-being is actually like and how we can better manage it. That is why we have developed a dedicated tool that allows us to sample the workforce and better understand the different dimensions that well-being is composed of.

The ability to measure, strategize, implement and re-test is critical for a wide adoption of well-being metrics and introduction of ESG policies in regards to the „S” part on a large scale.

“
One such solution that is highly effective is individual meetings with a well-coach, a physiotherapist with dedicated well-being training aiming to detect the well-being issues



REVOLUTION STARTS AT HOME: POLAND'S FITNESS MARKET

The digital transformation, post-pandemic changes in habits and concern for reducing carbon footprints have had a big combined impact on the purchasing behavior of consumers on the fitness market.

The Polish company L-TEK, a manufacturer of dance mats integrated with a rhythm game, is one example of growing on this wave of change. L-TEK is a great example of how

innovation can lead to success. The company's history, consisting of continuous improvement and implementation of new technologies, has allowed it to keep competitive in the indus-

try, while being an example to others around the world.

L-TEK was established in 2004 and its originator is Tomasz Krupnik, who is currently CEO and Chief Engineer in the company. Over the years Tomasz has led L-TEK from a small family business to a world leader in the production of dance mats. His passion for innovation and engineering excellence drives his vision for the company's future growth and development.



Solutions that ensure success – acting in line with assumed goals

“However, we did not have to wait long for the first successes. When our product appeared on sale, it immediately became very popular and widely distributed. We quickly expanded the distribution market and now we sell our mats to more than 40 countries worldwide. Our main sales market from the beginning of the expansion has been the US and has remained so until today”, Tomasz says.

„At the beginning of our activity, we did not even suspect that we would become a global company and certainly not that it would happen so quickly. An inspiring vision born in 2004 has become a reality. I am glad that

Training at home has never been easier

The dance mat is a portable device that allows any user to learn and practice dance routines at home. Thanks to the technology used, the mat can detect movements, making sure the user stays up to date with each configuration.

The use of a dance mat is not only a fun and enjoyable form of exercise at home, it is also an effective training tool that can help build strength, improve coordination and reduce stress. It provides an effective aerobic workout that can improve cardiovascular health, flexibility and balance.

A very big advantage of using a dance mat is its versatility. Anyone can use it regardless of age, fitness level and experience. Moreover, anyone can achieve their individual goal. Due to the possibility of scoring points and beating one's own records, the dance mat finds recipients



The use of a dance mat is not only a fun and enjoyable form of exercise at home, it is also an effective training tool that can help build strength, improve coordination and reduce stress. It provides an effective aerobic workout that can improve cardiovascular health, flexibility and balance.

we were able to take advantage of this opportunity”, he adds.

„Our goal was to maintain maximum efficiency while leaving a minimal possible carbon footprint. Today, I can proudly say that we succeeded in completing this task 100 proc. As a global company, we have created an innovative and exciting product that provides users with a fun and interactive way to spend their time effectively at home, and our brand is appreciated by dance mats users around the world”, he adds.

Manufacturing of fitness equipment at a time of rapid digital development

The development of digital technology has had a huge impact on the production and sales of all kinds of equipment, including that used for fitness.

„We recently launched a mobile app for setting goals and tracking progress. PADY Fitness was created to give mat users even more satisfaction and motivation for regular activity. Currently it is the only mobile application on the market that allows integration with a rhythm game that works with dance mats”, he says.

Customer satisfaction is our priority

“We regularly receive a lot of positive feedback from our customers, who are delighted with the quality of the design, the ease of use and how fun and engaging the experience is for users of all ages.

Many of them also point out how important it is for them that by using a mat they can save a lot of time and energy. Customers are happy to look after their physical condition, at home, any time of the day.

In addition, dance mats are one of the answers to the challenges of rising obesity rates and the problem of an aging population. We are currently conducting intensive research in the area of introducing our solutions as devices that support the activities of seniors”, he says.



The dance mat is a portable device that allows any user to learn and practice dance routines at home. Thanks to the technology used, the mat can detect movements, making sure the user stays up to date with each configuration.

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SECURING A GOOD LIFE, WITH A LITTLE HELP

Sylwia Ziemacka from Poland Weekly talked to Anna Suwalska MD, PhD, a Sense Med Concept expert, about her New Year's resolution, life in harmony and a holistic approach to health.

The beginning of the year is a good time to talk about resolutions and goals for the New Year. Where is mental and physical health on the list of those resolutions?

Every moment is good for a new start, especially one that can direct us towards health, both mental and physical. These two spheres are invariably interconnected, so when thinking about resolutions and goals for the New Year, it is worth thinking about our health holistically. What does that mean? It is worth looking at oneself through the prism of the whole, not individual organs and systems that are repaired in the same way. Today, thanks to the development of medicine, we know that even a small problem, deficiency or seemingly harmless ailment can significantly affect our well-being. That is why today in medicine we focus on in-depth examinations of the whole organism, which are the starting point for a proper diagnosis and taking an effective path to health. This approach is also the basis for a fairly new area of medical interest, lifestyle medicine.

How to take care of yourself in an effective way in times of rush, permanent lack of time?

In a wise and effective way, but above all in a holistic way. None of us likes the feeling of wasted time or uncertainty about our health. Therefore, in order to gain time, we must first invest in it wisely. And that's how you should approach your own health. The first step on the way to a balanced life is getting to know the individual needs of our body, then prevention and maintaining good health, vitality, and if necessary, implementing optimal treatment.

Sense Med Concept introduces the concept of lifestyle medicine – what is it?

Lifestyle medicine is a fairly new field, a trend in medicine that focuses on a personalized approach to the patient and a model of care based on the cooperation of various specialists – doctors, dietitians, physiotherapists, trainers and cosmetologists. It is a whole process focused on the patient, adapted to his or her individual capabilities and needs, aimed at effective and long-term lifestyle change. Importantly, lifestyle medicine is based on scientific evidence, and its goal is to prevent civilizational diseases, as well as to alleviate diagnosed diseases.

If we want to take good care of our health, where should we start?



Going towards the idea promoted by lifestyle medicine, the first step belongs to the patient, because for changes to occur, awareness is needed. The second is cooperation with a team of specialists whose task is to understand our individual needs.

What is very important on the part of the team of specialists is a thorough look at our biological conditions, but also eating habits, level of physical activity, ability to cope with stress, used stimulants, amount of sleep, social relationships and sexual activity. Looking at each of us holistically, doctors plan our individual path to health. All this taking into account a number of preventive, diagnostic and laboratory tests, but also modern solutions in medicine.

Who is most interested in taking care of themselves: women or men? A particular age? Do we wait for something to „get us” or do more and more people understand that prevention is better than treatment?

Statistics show that women are still at the forefront of health. They also often become health managers for the whole family, being responsible for the condi-

tion of their loved ones. Fortunately, every year statistics show that men are more and more willing to think about their health and are more and more open to preventive measures. Numerous studies in recent years also optimistically show that health awareness is growing among young people, and parents and friends have the

greatest influence on shaping this awareness. More and more people understand that prevention is easier than cure.

At Sense Med Concept, based on the recommendations of the World Health Organization regarding screening in the area of preventive health care, with the participation of specialists in various fields, we have created health review plans tailored to age, gender and individual needs. Thanks to them, patients can review their health in one place and plan an effective pro-health strategy to enjoy an excellent physical, mental and social shape.

How does the area of so-called „beauty” – do you get people who are more interested in improving their appearance than health?

Lifestyle medicine is also an effective anti-aging method. Changing your lifestyle and taking care of yourself in a holistic way improves many health parameters, including our well-being and satisfaction with our appearance. Therefore, holistic medicine combined with modern technologies of aesthetic medicine effectively helps in restoring condition and an appearance that will be satisfactory for us.

The beginning of the year, winter, is also the perfect time to take care of the condition of our largest organ, i.e. the skin?

Yes, it's a very good time. When planning aesthetic medicine treatments, we must follow the appropriate calendar so that our body has time for the necessary recovery period. In this area, winter is the perfect time to take care of the condition of our skin. Brightening discolorations, smoothing and reducing wrinkles, reducing enlarged pores, shallowing scars, etc. Fortunately, we have plenty of opportunities in this area. Today, chemical peeling, biostimulators and laser resurfacing are available, which perfectly allow you to restore the skin to its young, beautiful appearance. The role of the doctor is to choose the right treatment tailored to the individual needs of the patient.

I would also like to ask about the issue of communication between doctors and patients. My experience shows that this is the biggest problem in the implementation of the holistic concept of taking care of health. Usually, there is no communication between doctors and the patient has big problems finding his or her way around the maze of different information from different doctors. Is there any solution for this?

The answer to this question is the Sens Med Concept, which in its definition assumes contact and exchange of information between doctors and specialists. The lack of communication you mentioned is the primary factor that has been eliminated. Taking a holistic approach to the subject of the patient's health and condition, the basic issue is good communication between them and those who care about their health.





giving unique context to artist's reflections on the present – pandemics, war, the specter of totalitarianism, and the persistent desire to enslave others.

Stasys Eidrigevičius is a painter, poster and graphic artist, sculptor and book illustrator. Born in 1949, he graduated from the Academy of Fine Arts in Vilnius in 1973. Since 1980 he's been living and creating in Poland. His works were exhibited all around the world, among others, in the USA, Switzerland, Japan, UK, Spain, France and Germany. He's been awarded numerous international prizes for his various artistic work such as, among others: the Grand Prix International Book Illustration Contest in Barcelona (1986), Grand Prix of the 1st International Biennial Exhibition of Book Illustration in Belgrad (1990) and in Bratislava (1991), Gold Medal of the Society of Illustrators in New York and Grand Prix of the International Salon of Poster In Paris (1993) and Gold Medal at the 4th International Triennial of Poster in Toyama (Japan, 1994). He's been honored by the Academy of Fine Arts in Vilnius with the title of Doctor Honoris Causa (2009), with the Silver Medal for Merit to Culture "Gloria Artis" from the Polish Ministry of Culture and National Heritage (2010) and the Commander's Cross of the Order of Merit of the Republic of Poland (2019).

STASYS EIDRIGEVIČIUS !REACTIONS

Zachęta National Gallery of Art

The !Reactions exhibition at Zachęta National Gallery of Art spanning 50 years of creative practice of the Lithuanian artist Stasys Eidrigevičius, opens

on 27th of January and will last till April 9, 2023. Even though the exhibition is not a retrospective, it does include some of his oldest and most recent works,



Carnival Time for kids

The National Philharmonic

The youngest listeners and music enthusiasts can participate in the Morning and Afternoon Concerts for Children in the National Philharmonic in Warsaw. The concerts take place on Sundays and each of them have been divided into two cycles – morning one for smaller

children aged 3-6, and afternoon for kids aged 7-12. At the next concert, which will take place on February 5, children will be able to join the Philharmonic mascot – fox FeNek, for a fun time with cheerful music and colorful carnival costumes (everyone can bring their own).



The New Crown Treasury

Wawel Royal Castle in Kraków

One of the main permanent exhibitions at Wawel Royal Castle, presenting the most precious national treasures and historic objects has been reopened to the public after significant metamorphosis. The New Crown Treasury on the ground floor of the castle's North wing offers now 12 instead of 4 exhibition rooms, presenting around 800 historic exhibits, some of which have never been shown to the public before.

The New Crown Treasury refers in its mission to two historic institutions that existed in the same place since the 15th

century – The Crown Treasury and the Crown Archive, both constituted to maintain and preserve symbols of the sovereignty of the Kingdom of Poland and later on – the Polish-Lithuanian Commonwealth. While the Treasury gathered the most precious crown jewels and other insignia of royal power, the Archive collected and stored state documents.

Today's exposition also includes various historic objects including silver exhibits, textiles, trophies, militaria and paintings. The oldest exhibit of the New Crown Treasury is the ceramic amphora made in Greece in the 6th century BC. The newest – the silver Eagle of the Polish Kingdom added in 1829 to the sacrificial sword of the King John III Sobieski. The most valuable treasure and the most important royal insignia – the coronation sword of Polish kings – Szczerbiec, can be found in the Gothic room of the Queen Jadwiga and King Jagiello.

The preparation for the opening of the New Crown Treasury took 11 months and cost around 14 million PLN with the Ministry of Culture and National Heritage grant of nearly 13 million.



Exposition also includes various historic objects including silver exhibits, textiles, trophies, militaria and paintings. The oldest exhibit of the New Crown Treasury is the ceramic amphora made in Greece in the 6th century BC.



Adam Larson
Writer and traveller

BANGKOK'S HOLY DONUT PĄCZKARNIA

Thailand is known for pad thai and tom yum, but you can still get pączki – if you know where to look. Poland Weekly's Adam Larson spoke with Claire Hamhunsu, the owner of Holy Donut Pączkarnia in Bangkok, the only pączkarnia in Thailand.

Tell us about your business.

My Polish ex-boyfriend and I came up with the idea together. Two years ago: lockdown. I worked in a full-time job before, and (with the lockdown) I worked online, I worked from home, so I had a lot of time. (My ex and I) were talking and asking „What does your country have?” He is Polish-Canadian, so he talked about how Krispy Kreme is from America, they have Tim Horton's in Canada, and (I asked) what about in Poland, because I love dessert, I love donuts, and he said „Oh, we have pączki”, and I said „What is pączki?” so we said okay, let's try it just to eat ourselves. His mom gave me her recipe. When I went to Canada she always taught me (about) pierogi, Polish food, you know? And we started to give some to friends first and sell to friends and colleagues that ordered and then we'd just make it.

One day Polish people learned (about us) and they started to order from us, and more people knew and started to order. I'd just (bake) at the condominium in the small kitchen first and then one day the Polish embassy (in Bangkok) knew and we came to them to be their partner. Every time when they have an event we make bread for them. I started to sell online because of the lockdown, people could not go out, but we sold on an online delivery app to make more sales with more customers. We started to sell at the mall, the small community mall for months, and we'd still sell online, but there were just too many conditions on selling at the mall. We had



to do small batches. We want to sell fresh every morning, we want quality, (but) sometimes we had to be at the mall and sometimes the mall was not so busy. Sometimes we had to cancel the embassy (orders), as we could not provide for them, so I just decided to finish the contract at the mall and then open the café so I can more easily manage. Now we don't just provide the bread for the Polish embassy, we sell at the US embassy too. Every month they invite us to participate and sell at the US embassy, as many Polish people work there too, and they love our donuts.

Who would you say generally eats at your pączkarnia?

I could say that our customers are 80 percent foreign. I was surprised, there are a lot of Polish people here. I've had some travelers, like Polish people from Singapore, and they fly here to have our pączki. They come back again, and then tell their friends, and then come back again. We have people in neighboring countries that come for our pączki. Last year, when (Thailand) started to reopen, a (Polish tour guide) brought people from Poland, Polish people who want to travel in SEA, South East Asia, and go to Vietnam, go to Thailand, and when they go to Thailand, in Bangkok, they stop by our shop. Many are not just Polish, some are from Latvia, Slovakia, from Austria, (from countries) nearby Poland, they would like to have pączki too.

What would you say is your biggest seller?

I think we always, like in Poland, recommend the traditional



Our recipe is from (my ex-boyfriend's) great-great-great grandma, and his mom used this recipe to teach me. Thai people love this story.

pączek, so (with) strawberries, raspberries. Foreigners and Thai people are kinda different, so when I opened a Polish business in Bangkok I had to try to make it in the middle. Thai people, they love filling, a lot of filling, they like things sweeter, and the traditional (pączek) is kinda dense with a lot of dough and not a lot of filling, so I try to put it in the middle, not too much and not too little, and less sweet. They don't really have cream or chocolate or matcha in Poland, so we try to make more flavors for Thai people. Thai people, when they eat something (they want it to) look good for pictures, and it's a bit different with foreigners.

Is it difficult to get ingredients?

When we started we tried to use a different yeast. Before we thought you had to use French yeast only, but it's quite expensive to import, so we used dry yeast instead, and it will still look great. If we want to do other flavors, it can still be hard for me to get the different



fruits, and more expensive for ingredients.

How would you compare Thai food and Polish food?

I'm Thai, 100 proc., and I'm kind of picky. I'm careful about trying something new. I don't really have a strong stomach, you know? I didn't really try many (new foods), but when I started to travel I tried many different (foods). Polish foods sometimes don't look tasty, but when you try them they are good and have a lot of flavor. I was surprised, I love bigos so much.

Bigos? Good choice.

Polish food is unique, and I think Thai people are going to love it, because Thai people are used to eating food with a lot of flavor, spicy or salty. I think Polish food is not boring and

has a lot of flavor. I do really love Polish food and I always tell people when they come into my shop. Thai people don't really know (about Poland), some people don't really know what Poland is, they just know P for Poland but they don't know where Poland is or what Poland has, but I always tell them (Poland) has a lot of museums, a lot of cute architecture, and the food is incredible, and you have to try it.

Thai people, they love something that is cute, looks good in photos, is something new and has a story, and we have a story. Our recipe is from (my ex-boyfriend's) great-great-great grandma, and his mom used this recipe to teach me. Thai people love this story.



Our customers are 80 percent foreign. I was surprised, there are a lot of Polish people here. I've had some travelers, like Polish people from Singapore, and they fly here to have our pączki. They come back again, and then tell their friends, and then come back again.





Agnieszka Kozakiewicz

THROUGH THE EYES OF THE SOUL...

A story of Kry Szy - Krystian Szymczak - and his magical atelier.

It's a January evening, you hear raindrops hitting the windowsill, and the air smells of coffee and chocolate.

We are located in the center of Warsaw, in the studio of a young and very talented designer. On the walls are sketches of future work, a sewing machine and dresses ... a sea of dresses ... Fabrics, frills and colors make it seem as if we have moved into another dimension. There is harmony and warmth around, a feature of Krystian's fantastic, natural personality.

And here is our hero. Kry Szym - Krystian Szymczak - born in 1994 in Brzeziny near Łódź.

He graduated from Fashion Design and Stage Design at the University of Arts in Poznań. On a daily basis, a costume designer and theater set designer, and above all, a designer.

His designs have been published in many well-known magazines, e.g. Vogue Polska, Vogue CS, Elle Ukraina, Harper's Bazaar Vietnam, L'officiel Baltics and we can also admire them on stage and red carpets.

When did the desire to design arise in you?

Since my mother showed me as a little boy how to draw a princess, I decided to start drawing like her. From that day on, I consistently sketched and designed every day and collected work in shoe boxes over the years.

How did your first creation come about and what inspired you to create it?

I created my first interesting, serious projects during my studies at the Academy of Fine Arts in Poznań. Learning and listening to many tips from my wonderful professor, Anna



photo credit:Weronika Kosińska

Regimowicz-Korytowska, who was my mentor and helped me to develop design, theoretically, and inspired me to further development.

Who are Kry Szy's projects aimed at? What personalities will be found among your creations?

The circle of Kry Szy's recipients is getting wider and wider, they are brave people, open to novelties, to cross the threshold into the world of unlimited fantasy, flounces, lightness. I am very happy that these are both young personalities with a fresh look, as well as slightly older people who value individuality and extravagance. I want my work to be for everyone. No division into age categories.

Your works are real works of art. How long does it take to create one dress?

The project is initially created in my head and then it is transferred to paper and only later the whole process begins.

I prefer to work at night, where nothing disturbs me and where I can fully concentrate on sewing because these are usually very demanding projects and sewing kilometers of ruffles to

ally like to create together and I try to give as much of myself as possible, which - I have the impression - comes back to me with doubled strength. Working in the theater is also very inspiring and energizing.

I am also a workaholic, which also undoubtedly has its negative sides, however, I do not feel „a prisoner of my own work”, but I have focused on my own development, passions and something that I love and without which I cannot and do not want to live. However, I try to find time for travel, friends, great cuisine and time to relax because it is very important.

As a designer of Kry Szy, I always wanted my clothes to be recognizable, not me. Through each subsequent collection I tried to work this through and I have the impression that I managed to achieve it. The collection is recognizable, which is not easy nowadays.

Who and what inspires you, whom do you admire?

The Valentino fashion house is a place with which I identify very much artistically.

Also Cristobal Balenciaga, Alexander McQueen. I am very inspired by emotions and experiences and I try to make my collections reflect my soul, which was the case when creating the Soul collection.

a form takes a lot of time and attention.

The process of creation calms me down, which in turn gives me energy and inspiration to create more silhouettes.

You like it when your dresses tell stories. Are each of the silhouettes a reflection of your thoughts, experiences, mood?

Behind each of the projects there is a story and, above all, a common idea.

The music that accompanies me while creating plays a big role and I associate different songs, music genres and moods with each collection. The most important thing, however, is the „here and now” and my emotions that I transfer to the fabric. At the time of creation, I give myself completely to the project in order to fully convey my energy and make the collection authentic, coherent and create one harmonious whole.

What characterizes Krystian Szymczak? What kind of person is he privately?

I am a very charismatic person, I love and respect people.

I am happy to help and I strongly believe that good returns. I re-



As a designer of Kry Szy, I always wanted my clothes to be recognizable, not me. Through each subsequent collection I tried to work this through and I have the impression that I managed to achieve it.

I try to create my own stories and not watch others to the end and hope to become a favorite in the future for other designers.

Can we take a sneak peek at the latest collection that you are creating at the moment? What will it be? And when will we get a chance to admire it?

I do not want to reveal too many details, but I assure you that it will be a collection of surprising fabrics, colors and structures, and the idea of its creation is fresh and inspired by many emotions. I hope to present it to you in March 2023, so I invite you to follow my Instagram profile @kry_szy and to visit my atelier in Warsaw.

photo credit:Krystian Lipiec



Since my mother showed me as a little boy how to draw a princess, I decided to start drawing like her. From that day on, I consistently sketched and designed every day and collected work in shoe boxes over the years.



Marta Kalinowska

Creative Director / HARTWIG, fashion lecturer, journalist, fashion expert

MODERN VALENTINE'S

Lace lingerie and a bouquet of red roses, an Italian candlelight dinner. Valentine's Day - for many it is a symbol of kitsch and embarrassment, which causes panic instead of joy. But.... wait! This year we do it the other way round.

Valentine's Day is the most beautiful of holidays, a celebration of hearts. From now on, let's make this day a day for ALL lovers. Let's celebrate the freedom of choice, not only in the option for „her” and „him”.

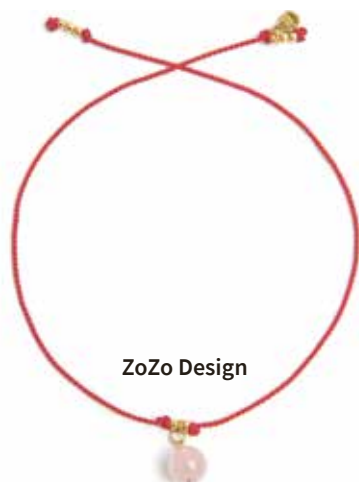
Fashion world has been blurring gender boundaries for several seasons, abandoning the binary division. Polish brands are also increasingly introducing unisex collections, presenting their offer in an inclusive way. I encourage you to break the stereotypes that define us by what we wear.

Men's / women's clothes, accessories and fragrances are a thing of the past. Domestic fashion brands also share this view of contemporary fashion. Take it easy though, no big revolution ahead. I recommend the method of small steps, which is guided by the timeless slogan – style.



The Mo61 perfumery chain offers you the chance to design your own unique perfume composition, which, who knows, may bind more tightly than many cords.

In sportswear, specifically athleisure, it is relatively easy to blur gender boundaries. Paprocki-Brzozowski, a design duo, understood this a long time ago. In their Comfort Collection, they focus on modern street style, completely resigning from the division into women's and men's items. Matchy-matchy sweatshirts by their brand are a great Valentine's Day gift. Just like jewelry by ZoZo Design, which approaches Valentine's Day very emotionally. It focuses on unbreakable bonds, promoting its „string bracelets” in a special lovers collection. Available in a version with rose quartz – a stone of love, with our initials and the initials of a loved one, or simply with the word LOVE.



ZoZo Design



Mo61



Studio Sante

Nothing brings people tight like shared experiences. Something for the senses, something for the body – this unique Valentine's treatment is offered by city spa Studio Sante in Warsaw. A cleansing and nourishing Rasul ritual – a special session for two people in a steam bath. Together, we can cut ourselves off from reality by devoting our full attention inward, regardless of

who we decide to give this blessing to :). In order to prolong special moments, I suggest sealing them with a fragrance. The Mo61 perfumery chain offers you the chance to design your own unique perfume composition, which, who knows, may bind more tightly than many cords. There is no need to prepare or make an appointment in advance for a visit to Mo61. The

meeting lasts 30 minutes and is filled with olfactory sensations. With the help of a perfumer, you create your individual unisex fragrance. Your recipe is kept in their archive so it can be opened any moment in the future. Celebrate 14'th of February with whoever and wherever you want to. In as many ways as you can imagine. The only rule is love, regardless of gender, equally.



Paprocki-Brzozowski





Katarzyna Braiter
Editor in Chief

Vasiliki, how long have you been in Poland?

Since April 2021.

Did you come from your homeland or from a different post?

We came directly from Central Asia, more specifically from Kyrgyzstan.

Tell me please, how do you find Poland compared to the places you know and have lived before?

I have lived in Greece, in France, in Turkey, in Sweden, in Kyrgyzstan and finally in Poland. Poland is definitely a charmer! Polish people are very polite and cultured. Also I wish to underline how safe I feel when strolling around in Warsaw. One thing I have noticed vividly is that Poland is growing fast without losing its values. I like the fact that family values, for example, are still strong in society. I felt like I was at home from the very first day.

Is there anything special in Poland or is there something that is difficult for you to accept?

Something very special! Well I will reply with a question. How many countries make announcements on trains and buses in English as well as their own language? This simple example shows an open minded and hospitable country. This is definitely a very valuable and special feature of Polish Society.



TURKEY HITS POLAND'S SWEET SPOT

VASILIKI FIRAT - spouse of the ambassador of Turkey in Poland.

On the other hand I have found nothing that bothers me and find difficult to accept.

I know that you and your husband are very active here. You do a lot of charity work. Could you tell us a little bit about that?

I have a general attitude in life, and so does my husband, that derives from simple values such as respect (towards people, animals, nature) and responsibility to leave a better place to our children. In that respect all my actions are driven by the desire for common good. As the

spouse of the Turkish ambassador in Poland I have extended a helping hand to children with different spectrums of autism, to a public animal shelter, to refugees from Ukraine, to young single mothers and so on. Turkish Businessmen in Poland are kind enough to support the projects we put forward.

It is often said that spouses of ambassadors have little to occupy their time, so they take up charity. Is that the case with you? As far as I know you help to promote Turkey here in Poland are very busy with that. So where is the truth?

Dealing with charity is an acquired trait that your family teaches you from early years. In fact, you will meet very few ambassadors who are very involved in charity. Being the spouse of an ambassador helps you in certain areas by opening up doors and therefore achieving your charity goals. It's a myth that spouses have nothing to do abroad and simply deal with charities to fill their free time. In fact, their role is supplementary to the ambassador and very significant for a more complete representation of a country abroad.

You are with your children here. Was it difficult for them to move here? How did they

find themselves at school? Do they speak some Polish?

Our son will be 10 years old soon. While missing his good friends back in Kyrgyzstan, at the same time he feels very comfortable here in Poland. He loves his school and soon enough started understanding and reading Polish. He is placed in the advanced Polish group at school and last year was awarded a prize as a foreign student who learned the Polish language very fast.

You were participating in the exposition of spouses of ambassadors in Łazienki Park at the Old Orangery. So are you also artistically skilled? What do you do?

While posted in Kyrgyzstan I was taught the art of felting by a handicapped lady. Initially it began as another charity project since our teacher was a member of the Women's Disabled Association in Bishkek whose members I was supporting at that time. Therefore I organized lessons in the ambassador's residence so that this lady could earn some income. After two years of intensive lessons I was in a position to create felted paintings, scarves, bags, hats and earrings etc. I have participated in the exposition of spouses of ambassadors in Łazienki Park at the Old Orangery for the past two years with various felted ornaments such as paintings and pillow cases.



Being the spouse of an ambassador helps you in certain areas by opening up doors and therefore achieving your charity goals.

It's a myth that spouses have nothing to do abroad and simply deal with charities to fill their free time.

I really like your typical food. What about Polish food? How does Polish food differ from Turkish food? Is there anything that you really like here?

Oh, I like Polish food! Pierogi with wild mushrooms or duck meat, Barszcz soup, roasted duck with wild berries and apples are amongst my favorites. When it comes to sweets, one can not have enough of Paczki (donuts)! Last but not least, allow me to add a small glass of Polish cherry liquor at the end of the meal! After all, who doesn't appreciate good company and good food! Twoje zdrowie!

Find us on the EU airports





Poland through the eyes of foreigners

COMING FULL CIRCLE

Eric Niyongabo is a software engineer from Rwanda based in Warsaw, who came to Poland 11 months ago. Since then, his life has come full circle, bringing him some new understanding of the lessons learned.



Why did you choose Poland?

Coming to Poland wasn't in my initial plan. I wanted to go to Germany at first. I applied for a job from Rwanda and I got it. I also took all the required exams – everything was in place and I was preparing to go. I was just waiting for the paperwork to be completed – the contract, employment certification and all the necessary legal documents. It turned out that it had been sent incorrectly by the company, so I couldn't successfully apply for visa. The office suggested that the employer should just do it through the federal employment agencies. There, it turned out that because I was a foreigner, the cost of my hiring would increase by 5000 euros in visa proceedings, so the company backed out. That was the moment when I started thinking about Poland more seriously. I remembered my twin brother (who now lives in Germany) telling me about possibilities here long before I even had the idea of coming to Europe.

So, you found a job here?

No, I actually decided to study first. My brother had a land in Rwanda and he sold it in order to share the money with me and help me get here. My budget was 3000 dollars. It allowed me to pay for the first semester of Business Administration and Management studies at Warsaw University of Business, apply for visa (which I had to do in Tanzania and I had to do it twice, because my application was denied the first time), and then buy a plane ticket to Poland. Of course, there was still an issue of not having any money with me for the start, so I had to borrow more from my family and friends. I managed to gather 600 euros and that was all I had when I arrived in Warsaw on the 19 of February last year. And I didn't know anyone here. My only two contacts were in Poznań and Bydgoszcz.

Did you have a place to stay?

On the plane to Austria, where we had the layover, I met a guy from Ethiopia who said he knew someone who had come to Warsaw the day before. He connected me with him and that gave me the starting point here. Otherwise, I had nothing booked or planned. I got on the plane to Europe just like that, hoping for the best. My new friend could host me for only 4 days so I was still in trouble in terms of the apartment. With the money I had I couldn't even pay the deposit. And after two weeks here, even my phone broke down!

How did you manage to organize your life?

I immediately went job hunting and I got a job in IT a month later. I was so happy! I asked my new employer for advance in salary so I could pay the deposit for the place to stay. They agreed and that's how everything started to be good. I had a well-paid job, I was able to support myself, pay back the loans from my family and friends and pay for the second semester of my studies. I worked for this company until September last year – so for 6 months, and then I quit. I felt like everything was going so well that I should go and try something else. I thought I was ready for entrepreneurship so I joined a group of people trying to start a business and I miscalculated the budget. I thought I had financial means for the next 3 months – up to December last year. But it quickly turned out that I needed a new computer and other costs started to surprise me too, so I had money disappearing with nothing coming in. And – at that point I already knew that it would be like this at least till April or May this year, so in November I had to quit again. I couldn't be involved anymore because I had to work in order to be able to stay and live here.



Was it easy to find a job again?

I actually found one that I was supposed to start in January. I was informed that I had been hired,

I even met the CEO but I wasn't given a contract to sign, so when no one called by the 2nd of January I knew it just didn't work out. And that's when I got into real trouble, which I'm still trying

to get out of. I'm actually homeless now – I stay at my friends' apartments – every night somewhere else. Last week I've sent around 400 job applications and had several interviews. At first, I was panicking – frantically trying to find anything. Now, after last week's meetings, I'm much calmer and really hopeful.

You've got to have nerves of steel...

It's normal for me. This is my life and that's what I'm used to. I enjoy it anyway. The only difference here is that now I'm in a new country but I guess it's a matter of perspective. I choose to see it as an adventure. It doesn't mean that I'm not worried or that I'm not trying to figure out why things aren't going the way I would like them to. It's just experiencing all sides of life. My friends are definitely concerned – they keep calling me asking how I'm doing and if I found a place to stay. They keep their tabs on me constantly /laugh/.

Are they Polish friends?

Not so much. I mostly keep close to Rwandans. I find it hard to make other friends here. Most of the Poles I knew from work stayed friendly only at work. I never met them outside. Even if they were saying – 'don't be a stranger', I never talked to anyone out of office. Somehow, it's easier to stay in touch with people from my country or other Africans – I just meet them wherever they are, spontaneously. With locals, I always feel like I'm on hold – constantly waiting. And it's impossible to have a phone call with them! Poles prefer texting. There's also something I noticed in people here and I was wondering about – some kind of tension when meeting strangers. It feels like they are afraid. When I meet someone my default setting is to expect good from them, to have a positive attitude, not to be afraid that they will take my phone for example. This is the biggest difference for me between Europeans and Africans – we seem to be more open and believing in the good intentions of others.

Is Rwandan community in Warsaw large? And how do you meet people here?

Yes, and not only Rwandan. There's a lot of Africans in Warsaw and they are very supportive of each other. Me, I get in touch with people mostly online – it's easier to talk about everything with everyone there, than in person. We do have something in common as it turns out – everyone is more open online. /laugh/

GIORGIO ARMANI

I AM WHAT I LIVE

MY WAY

THE NEW FEMININE FRAGRANCE

